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DOCUMENTS

If there were a culture-free intelligence test that did not discriminate against minority groups or the poor, then it would be of considerable benefit to these groups to take IQ tests and thereby overcome their disadvantages in relation to other job applicants. See "Measuring Ability without Discrimination," by Dr. John Ertl, p. 698.

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News briefs

■ **The Canadian Labour Congress has announced a series of staff changes in its education department.** Larry Wagg, now Director of Education for the Prairie Region, stationed at Regina, has been transferred to Ontario as Regional Director of Education for that province, effective August 1. James Brechin, Educational Representative now in Toronto, was promoted to a Regional directorship effective August 1 and will be stationed at Regina. Robert Gower, Sudbury, is being appointed as a representative on the educational staff and will replace Mr. Brechin on the Ontario staff, effective September 1.

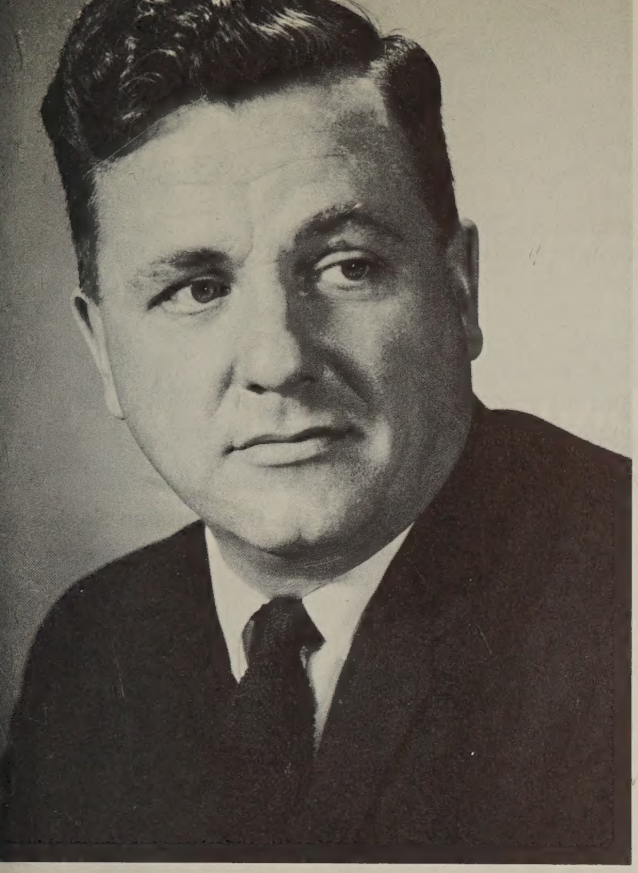
■ **The appointment of Glenn Haddrell as National Organizer for co-operative housing has been announced by CLC President Donald MacDonald, who is Chairman of the National Labour-Co-operative Committee.** The Committee is jointly sponsored by the Canadian Labour Congress and the Co-operative Union of Canada. Mr. Haddrell, who was president of the housing co-op in Abbotsford, B.C., and manager of the Abbotsford Credit Union, will provide organizational and technical assistance to groups interested in developing "continuing" housing co-ops, and will encourage the formation of new co-op projects. Co-op housing is owned and controlled by members who occupy the housing units.

■ **Brian O'Regan, 46, has joined the Canada Depar ment of Labour as Director of its Public Relations ar Information Services Branch.** Mr. O'Regan is the form Assistant Director of the Canada Department of Agr culture's Information Division. Before this, he was Chi of Information, Canadian Immigration Service, Depar ment of Manpower and Immigration from 1966 to 196

He was loaned as public relations advisor to the federa Government's Task Force on Information during pa of 1968 and 1969. From 1944 to 1965, he served i various public relations positions with the Departmen of National Defence. One of these was as Staff Officer Public Relations with the United Nations Emergenc Force in Egypt. Mr. O'Regan is Immediate Past-Presi dent of the Ottawa Branch of the Canadian Publi Relations Society and a National Director of the Society He is a former director of the Winnipeg Press Clu and the National Press Club, Ottawa.

■ **The highest labour rate for municipal workers i Canada has been achieved in Oshawa, Ont., in a settle ment by members of the Canadian Union of Public Em ployees.** According to a press release issued by CUPE the agreement calls for 18 per cent increases for City of Oshawa employees in a two-year pact. As of nex April, the starting rate for a manual labourer in Oshawa will be $3.91 an hour. Some members of CUPE Loca 250 will receive increases of up to 24 per cent, because of additional adjustments on specific job classifications.

"This settlement exposes the inequities of unilaterally-imposed federal wage guidelines," said Gilbert Levine, CUPE's Research Director. "We have guidelines too. Our guideline is a belief that public service employees in a community should have wage rates similar to rates in the private sector of that community. Oshawa is a high-wage city, and the municipal employees there needed and deserved this settlement in order to maintain parity with industrial workers in Oshawa." The settlement calls also for the city to pay 85 per cent of health and hospital premiums, increased shift premiums and improved holiday provisions.



R. Brian O'Regan

■ **Employers in the industrial classification, "mines, quarries and oil wells," paid in 1969 an average of $1,916 a worker in excess of basic or straight-time pay for time worked, reports the Dominion Bureau of Statistics.** This amount represented 22 per cent of the total of the labour cost items selected for the survey. The total averaged $8,702 for each employee in 1969. Direct cash payments in addition to basic or straight-time pay for time worked amounted to $1,256. Employer expenditures for payments required by law, and payments to benefit plans, were $347 and $313. The largest single cost item was vacation pay at $409 for each employee.

This first survey of labour costs in this classification was carried out earlier this year on the basis of 1969 records of firms with 20 or more employees in any one month. The survey was conducted jointly by DBS and the Canada Department of Labour. A detailed report will be published later this month.

■ **A labour-management conference is being held on October 19 at Dalhousie University, Halifax, N.S.,** to discuss labour-management communications. The conference is sponsored by the Canada Department of Labour, the Nova Scotia Joint Labour-Management Study Committee and the Nova Scotia Department of Labour. Keynote speaker is Prof. Roy Brookbank, former Chairman of Dalhousie's Department of Commerce. Registration fee for the one-day conference is $3.

■ **Total employment by railways in Canada during 1969 averaged 135,532, down 1.6 per cent from 1968, DBS reports.** This decline continues a downward trend that has seen a 37 per cent drop since 1956. Total compensation, however, rose 5.7 per cent to $989,000,000 in 1969. Average compensation per hour rose 24 cents to $3.34, and average compensation a year came to $7,300, up $499 from the 1968 figure.

■ **McGill University's labour agreements data bank has a new service to provide subbanks of contracts that are of interest to one or two subscribers only.** The purpose is to assist organizations that need to have all the contracts in which they are interested available on the computer but do not have the facilities to do it themselves. If these contracts are not of general interest to all members and are outside the main bank requirements, the data centre will analyse, keypunch, load and make the data available on a fee per contract basis for members. The cost of this service is $15 for each contract. More information is available from the Industrial Relations Centre, McGill University, 1001 Sherbrooke St. W., Montreal 110.

■ **The Treasury Board and the Association of Postal Officials of Canada, representing postal employees at supervisory levels, have reached agreement on the terms of a three-year contract.** The agreement that came into effect on August 3 means that first-level supervisors, who form the majority of the bargaining unit, have annual salaries at the maximum of the scale—$8,227 or $157.68 a week. These will rise to $8,801 or $168.68 by March 1972. Under the new contract, 2,850 members of the Association received pay increases averaging 4.4 per cent on August 3, 1970; 4.9 per cent on March 29, 1971; and 2.0 per cent for the six months from March 27, 1972 until termination of the contract on September 24, 1972. For the period October 1, 1969 to August 2, 1970, lump sum payments ranging from $404 to $535 have been paid. The former contract expired September 1969.

■ **Action to bring about mergers between unions in the interests of a more efficient labour movement was asked for by William Dodge, Secretary-Treasurer of the Canadian Labour Congress, in an address to the annual convention of the United Glass and Ceramic Workers of North America, held at Miami Beach, Fla., in July.** Mr. Dodge expressed deep concern at the growth of economic nationalism in the United States.

Dealing with trade, he said he had noticed a trend among U.S. union members to fall back on economic nationalism as a means of dealing with unemployment, and he observed that the AFL-CIO had moved to a protectionist position on international trade. "I believe this is a dangerous economic philosophy—harmful to the trading partners of the United States, and bound to start a round of retaliatory trade restrictions by other nations that will itself have disastrous effects upon employment here and around the world," Dodge said. He pointed out that whereas Canadian exports in the glass and ceramic field to the U.S. amounted to $11,000,000, Canada's imports from the U.S. totalled $82,000,000. "If, as a result of your endorsation of trade restrictions to protect your industry, you close your markets to the $11,000,000 worth of Canadian exports, it is inevitable that Canadians, perhaps even your own members, will begin to demand that we stop importing $82,000,000 worth of your manufactures.

"The tragedy is that this policy of answering trade restriction with trade restriction will, in the long run, protect no one. It leads instead to reduced trade throughout the world and economic stagnation. I have no hesitation in saying that Canada is watching the trend toward protectionism in the United States with increasing alarm. We are an open economy, and trade is our life blood. It is clear to us that, although the restrictive measures proposed are aimed at other countries, Canada will be among the principal losers. I cannot emphasize too strongly that the Canadian Labour Congress favours trade liberalization on a worldwide basis. We believe trade expansion to be essential to the economic health of the world, and perhaps also to our hopes for world peace."

On the subject of the structure of the labour movement, Dodge pointed out that there were as many unions in Canada as in the United States, though only one tenth of the total membership. As a result, there were many international unions in Canada with a membership so small that it was impossible to render adequate servic to the Canadian members. He continued: "What co cerns us is that very few of these unions are able maintain the kind of operation Canadian unic members are insisting upon more and more—educatic programs, research facilities, social action programs, an publications, all designed to operate within the fram work of Canadian economic and social trends." Th solution rested in mergers among unions, Dodge said and the Canadian Labour Congress was actively pursu ing a policy of encouraging such action.

■ **Pavel E. Astapenko, of the Byelorussian Soviet So cialist Republic, has been appointed Assistant Directo General of the International Labour Office. He took u his duties in September.**

Mr. Astapenko began his career with the Soviet Ministr of Foreign Affairs. In 1949, he was appointed deput chief and later chief of the Political Department of th Ministry of Foreign Affairs of the Byelorussian SSR He was deputy minister of foreign affairs of the Bye lorussian SSR from 1954 to 1961. He subsequentl served as his country's permanent representative to th United Nations from 1961 to 1964. Since that time h has been chief of the Board of Foreign Tourism of th Council of Ministers of the Byelorussian SSR.

Mr. Astapenko was chief government delegate to th international labour conference from 1956 to 1961 an was elected vice-chairman of the government group o the conference in 1956 and 1959. At the 40th sessio of the international labour conference, in 1957, he wa elected chairman of the committee on weekly rest. He has led his country's delegation to several sessions o the Economic Commission for Europe and has repre sented the Byelorussian SSR at the Transport Commis sion and the Social Commission of the Economic an Social Council of the United Nations.

Born in 1918, Mr. Astapenko obtained a diploma i historical studies from the Byelorussian State University in Minsk. He pursued his studies at the Higher Diplo matic School. He is married and has two daughters.

Labour relations around the world

H. C. Davis

■ **Hal C. Davis, 56, is the new President of the American Federation of Musicians (AFL-CIO). Mr. Davis, who has served as vice-president of the AFM since 1964, was unanimously elected by the 300,000-member union's international executive board to succeed Herman Kenin who died of a heart attack on July 21.** To succeed Mr. Davis as vice-president, the board named Victor W. Fuentealba, a member of the executive board and President of the Federation's Local 40-543 in Baltimore, Md.

A former professional musician, Mr. Davis worked from 1930 to 1948 as a percussionist, playing drums in nightclubs and theatres, and serving as a staff musician for Pittsburgh radio stations KDKA and WCAE. A board member since 1963, he is a vice-president of the Pennsylvania AFL-CIO and a member of the Pennsylvania Council on the Arts. Prior to his election as local president, he was, for many years, a member of the executive board of the Pittsburgh Local.

■ Herman D. Kenin, President of the American Federation of Musicians for the last 12 years, and a Vice-President of the AFL-CIO, died on July 21. He was 69.

Kenin guided the 300,000-member union through one of its most difficult periods. **He played a key role in the negotiations with major television networks and film studios, which over the years became the musicians' principal employer.**

After three years as a night student at Northwestern College of Law, Kenin was admitted to the Oregon Bar. During his college years he played the violin in an orchestra, and later headed his own band. After passing his bar examination, Kenin kept up his membership in Local 99 of the Musicians' Union, and in 1936 he

was elected its President. He was invited to fill an interim post on the Federation's International Executive Board in 1943, and was subsequently re-elected to regular terms on the board. In June of 1958, he was unanimously elected head of the Union upon the recommendation of James C. Petrillo, who retired after 18 years in the union presidency.

One of Kenin's first acts as President was to amend the union's constitution by abolishing the President's power to annul any by-law or provision of the constitution at will. At his death, Kenin was a member of the executive council of the AFL-CIO, Treasurer of the AFL-CIO Council for Scientific, Professional and Cultural Employees, and International Secretary of the Entertainment Trade Unions Organization.

■ **Since the United Rubber Workers signed a three-year agreement with the Goodyear Tire and Rubber Company in the United States several months ago, additional contracts covering the same period and providing for much the same gains have been negotiated with the remaining three companies of the so-called "Big Four" of the rubber industry with whom the union has contracts.** The additional contracts are with Goodrich, UniRoyal and Firestone.

The agreements with the Goodrich and UniRoyal companies provide essentially the same provisions: wage increases of $1.40 an hour over the three-year period of the new contract, including fringe benefits; and for skilled tradesmen, an additional 25 cents an hour—15 cents in the first year, and 10 cents either entirely in the second year or spread over the second and third years.

Pension payments are to rise from $5.50 to $7.50 a month for each year of service, giving those with 30 years service some $67.50 more in monthly benefits. Those currently retired will receive an increase of $1.55 a month for each year of service. An employee 55 years of age with 37 years of service may now retire with full pension.

Company-paid life insurance has been increased from the present $7,500 to $8,500. Included is a $1 deductible prescription drug plan taking effect July 1, 1971. Improvements have been made also in hospital, surgical and medical benefit programs. In cases of sickness and accidents, benefits have been increased from the present $70 a week for men and $60 a week for women for 39 weeks, to $85 a week for 52 weeks for all employees, regardless of sex. More liberal vacations have been provided by the contracts. All employees with 20 years of service, instead of 22 years at present, are to be eligible for a five-week annual vacation. Designated paid holidays were increased from nine to 10 days a year.

■ **Robert Carr, Britain's new Minister of Employment and Productivity, has indicated that he is determined to be scrupulously fair to both labour and management.**

Mr. Carr was born on November 11, 1916. He graduated with honours in Natural Science at Gonville and Caius College, Cambridge, and also studied Economics and Law. Carr then became a metallurgist and metallurgical radiologist, joining in 1938 John Dale Ltd., a family concern founded by his great-grandfather.

Robert Carr

He became Parliamentary Private Secretary to Sir Anthony Eden in 1951. When Sir Anthony became Prime Minister in 1955, Carr left John Dale Ltd. to become Parliamentary Secretary to the Minister of Labour and National Service, but was invited to return as Chairman of the company in 1958 on the death of the previous chairman—a request he thought he ought not to refuse.

rr was Chairman of the Carr Committee, which pro-ced the report, "Training for Skill," in 1957. Industrial ations have formed one of the main interests of his reer; he played a major part in formulating the Con-rvative statement of policy "Fair Deal at Work" and s written articles in the press on the subject. He esses the need for men and women to find satisfaction their work before they can find satisfaction in life d leisure.

The national strike of British longshoremen in July mobilized cargo handling at all ports for two weeks. ere are 47,000 workers in the industry. At a meeting July 29, it was decided by a vote of 51 to 31 to cept a compromise offer of better pay. The offer gives vedores a guaranteed weekly minimum wage of £ 20 0). The strike held up imports of raw materials vital industry, and also stopped exports that Britain relies to pay its way in the world. The value of the delayed ports and exports is estimated at £ 500,000,000. One s that could not be recouped was perishable foods. uit, vegetables and meat worth millions of dollars ted in ships' holds during the strike, and some cargoes bananas from the West Indies had to be dumped o the sea. The strike has cost British shipowners about ,000,000 in lost income.

The United Farm Workers have signed an agreement th 26 more California grape growers. These growers oduce about 50 per cent of the state's grape crop. is means that more than 80 per cent of the state's apes will now be picked by union members. The tlement for $1.80 an hour plus job security, and itations on the use of pesticides, will help bring the e-year-long, worldwide boycott of California grapes an end.

Federal government employees in the United States ve been awarded extra pay for hazardous working nditions. The new policy affects 700,000 persons and effective from November. The additional pay will vary m 4 per cent to 100 per cent over the standard wage. e differential pay is grouped into two categories—pay actual time of exposure, and a blanket bonus added pay for hazardous work. The new policy was devel-ed by the U.S. National Wage Policy Committee, abour-management group that advises the Civil Ser-e Commission Chairman on policies affecting blue-llar workers.

July unemployment in Britain rose 23,000 over June ures to the highest figure for July since 1940. The al unemployed at midmonth was 569,627, or 2.5 per nt of the work force. The July figure, however, was low that for May, when the number of unemployed s 578,000.

■ **The Employers' Association of France and four unions have signed a nation-wide agreement to set up a job training fund, under which wage earners could improve their skills or learn new ones.** The agreement was signed after 14 months of negotiations. The plan is primarily aimed at aiding industrial workers. Persons working in service jobs are also expected to qualify, but it appears that half of all wage earners will be eligible for training under the agreement.

The agreement provides that workers who are younger than 18 will be able to get training while on the job until they reach 19. The training is to be given either in a particular plant or in an industry-wide centre. Eight hours a week, with a maximum of 320 hours a year, are to be allowed, with no loss of pay. Workers who lose their jobs through mass layoffs will be able to apply for a year of training for other work while receiving the same income they earned before being discharged. Any worker with at least two years on the job may apply for a leave of absence of up to a year, with no pay loss, for training to improve his skills. The four unions participating are the Communist-led General Confederation of Labour, the radical French Confederation of Democratic Labour, the Socialist Workers Force, and the General Confederation of Cadres.

■ The Swedish State Employees Union (SF) was formed last May by the amalgamation of eight unions and a group of members from a ninth one. The new union, comprising 150,000 members, is now the fourth largest of the Swedish LO unions. Amalgamation brought together the Railwaymen's Union, the Postal Employees' Union, the Telecommunication Workers' Union, the Union of Civilian Personnel in Defence Establishments, the Road Construction Workers' Union, the Warders' Union, the Union of Personnel in Civil Service, the Union of Personnel of the Power Stations, and a group of members of the Electricians' Union.

Gustaf Kolare was elected President of the new union. Other officers elected were: Lars Sandberg, Vice-President; Arne Johansson, Secretary; and Gunnar Weidenfors. Financial Manager. An Executive committee of 19 persons replaces the committee of the eight unions, and the right of decision among union congresses rests with a union general council, made up of 75 members.

50 years ago

Accident prevention, blind alley occupations, the advent of moving pictures in industry, minimal health standards in Canadian plants, prototype works councils, and social diseases were of concern to the October 1920 Labour Gazette.

■ **Careless workers should be penalized to reduce accidents and save lives, said the Factory Inspector for New Brunswick in his annual report.** In 1919, there were 104 accidents in the province's factories—including six fatalities. One of those killed was a 14-year-old boy employed at a sawmill. The inspector said that unprotected danger areas or unguarded equipment were not the major contributing factors. "Not until we have the people educated up to their own personal responsibility for their own good behaviour along this line—not until then shall we have fewer accidents," he concluded.

■ A study conducted by the Ontario Department of Labour disclosed that young people entering the work force were choosing what would often be their life's work by the size of the starting salary. They were failing to appreciate that the jobs offering the highest salaries in the long run often paid less to begin with. The dangers of "blind alley" occupations, or of jobs unsuited to th individual's liking or ability were ignored. Additiona influences were the opportunity of working with friend or relatives, working close to home, and lack of othe job prospects.

To combat this short-sightedness, the Department de cided to follow the example of Great Britain's Advisor Committees for Juvenile Employment, organized unde the Juvenile Department of the Labour Exchange. A series of bulletins were issued stressing the importanc of future prospects in selecting a vocation.

The first bulletin reviewed the general situation. To discover the extent of the career prospects, various jobs were compared. Highly paid mechanics in manufac turing plants were shown to be more in demand than highly paid office workers, who in turn advanced more quickly through the lower levels than workers in depart ment stores. Regularity of employment was highest fo men who worked in men's clothing factories, and highes for women working in stationery factories. The appren ticeship system was revealed as limited at best. Only 26.9 per cent of the industries investigated used appren

ces. Ten per cent of the rest left all instruction to the premen, and some relied on job training and "tramp" ducation—gaining experience by moving from one fac-ory to the next. Skilled workers were therefore in de-nand and were likely to become fewer in number in ucceeding years.

he second bulletin surveyed the department and no-on stores in the province. In general, 40 per cent of ne employees were found to be male, with the percen-ge rising in the larger stores. High school graduates ere preferred because appointments to higher levels ere usually made from the lower ranks. Only 4 to 5 er cent of the labour force in this category received 30 a week or more. Forty-one per cent of the men nd only 2 per cent of the women received $20 a week nd more; 35 per cent of the women made more than 12 a week.

he third bulletin dealt with the dressmaking and milli-ery trades. Predominantly a female vocation with a eputation for chronic low salaries, the industry actually ffered its female employees the same range of salaries s they could obtain elsewhere.

The Goodyear Tire and Rubber Company had in-talled "moving picture equipment" to explore the edu-ational value of the medium. After two experi-nents—one using a film on plant safety and the other documentary on rubber harvesting and the manufac-ure of tires—the employees were asked to fill in a ques-onnaire on the subject material and to make comments. he replies were favourable. "These films are educative rom every point of view and are an incentive to the vorkman to learn more of his business, promote an nterest in his work and take pleasure in things well one," said one man. Another: "I think the more nowledge a workman has relative to the materials in is department, the more intelligent his work will be."

What were the working conditions that the provincial actory laws were attempting to rectify? Fifty years ago, or instance, Québec employers were directed to provide place for women employees to eat where food could e warmed and eaten under shelter. The necessity for ne law hints at vile conditions prior to its formulation. Other health laws demanded: that printing offices where here were three or more type-setting machines be pro-ided with proper ventilation to carry off all poisonous ases from the production process; that floors left wet uring any manufacturing process be drained; that all ables be cut off from factories by an adequate brick all; that employees be allowed pure drinking water; hat there be proper lighting of workshops and a mini-um temperature of 60°F.

In Alberta and Ontario, clothing manufactured in a dwelling or tenement house required a permit from the factory inspector specifying that it had been made under sanitary conditions. The inspector could seize any items made under unsanitary conditions or on unregistered premises and hand them over to the local Board of Health for disinfecting. Elevators were seen also as another potential hazard. Ontario, Saskatchewan and Alberta all specified that elevators operated by hand power must have automatic closing gates at least three feet high, and that the sides must be enclosed to a height of four feet and approved by the inspector. Elevator shafts must be guarded by six-foot gates with the word "dangerous" painted in four-inch high letters at the bottom. And you couldn't have your hair cut on Sunday; barbers were forbidden to operate their shops on that day.

■ "Works committees" were in operation in many parts of Great Britain. Although performing such expected functions as investigation of complaints, settlement of personal grievances, and management of canteens and washrooms, the early British committees also undertook full studies to save the company money and aggravation. Projects included an investigation into foundry costs and methods of production, an improved system of issuing tools, and making arrangements with railway and tramway authorities for improved travelling facilities.

■ **Among the resolutions passed at the Seamen's Conference in June of 1920, held under the auspices of the International Labour Conference, was an urgent request.** The conference asked that the Health Section of the League of Nations provide adequate facilities for the prevention and treatment of venereal diseases among men of the merchant marine at all principal ports, that free drugs and treatment be provided, that an education program be conducted, and that recreation facilities be improved at all large ports.

■ **A wide range of resolutions was passed at the 36th annual convention of the Trades and Labour Congress, held in Windsor, Ont., in September.** One recommendation was that the Nova Scotia Legislature be asked to enact legislation establishing saloons in the cities and towns of the province. Another wanted government control of cold storage plants to prevent hoarding of foodstuffs for excessive periods to keep prices up. Still others: sought to make compulsory the removal of old wallpaper before new was applied; favoured re-enactment of the wartime anti-loafing law; demanded that drug clerks be licensed if they were filling prescriptions; and asked that wood alcohol used in painting and varnishing be denatured.

Measuring ability without discrimination

by Dr. John Ertl

What can the score on an IQ test do to the job prospects of an individual? It jeopardizes his future opportunities. It may prevent him from taking advantage of further education.

The influence of the cultural background of an individual on his performance on IQ tests is well known and has been demonstrated innumerable times. It is this influence that can cause very large errors in an individual's score. The test-taking attitude and a variety of emotional factors are also known to distort the validity of these tests. Recently it has been shown that, in a classroom situation where the teacher knows the IQ score of each child, her attitude can influence those scores substantially.

Intelligence is a concept like beauty or justice, and, as such, it cannot be measured. Thus, when the psychologist speaks of IQ he does not, or should not, mean intelligence. For what is measurable is performance or behaviour.

Let us consider what present-day IQ tests do, how they are used, and how they are evaluated. In essence, a numerical value is assigned to a sample of an individual's behaviour and compared to norms obtained from a large population. The assumption is made that the sample of behaviour is a measurable manifestation of the concept of intelligence. These norms are primarily used for economic reasons to select—reject, discriminate against—people for training in situations where there are more applicants than money available.

A number of intelligence tests, (Otis, Wesman Personnel Classification Test, for example) have been specially developed for the rapid preliminary screening of industrial personnel. **It should be clearly recognized that such tests may have fairly high validity for some jobs and little or no validity for others. Many studies indicate that above a certain minimum level of intelligence, job success is only very slightly related to increasing levels of intelligence.** In fact, too high an intelligence is a considerable disadvantage in many employment situations.

This became painfully obvious during the Depression when firms had an almost unlimited choice of job applicants, and picked those with the highest IQs for dishwashers and labourers. Because the law insists on the compulsory education of our young people up to age 16, it seems a waste of time to administer IQ tests to most job applicants, because the same information can be obtained from their academic record. If we had a culture-free intelligence test that did not discriminate against minority groups, then it would be of considerable benefit to these groups to take IQ tests and thereby overcome their disadvantages in relation to other job applicants. In education and clinical settings, they are used to counsel students by matching their ability—tha

Dr. John Ertl is Director of the Centre for Cybernetic Studies, University of Ottawa. He has studied the electrical activity of the human brain for the past 10 years, and has invented and patented an electronic process for measuring human intelligence using the electrical signals of the brain. He has published numerous articles in scientific journals and has served as consultant to the U.S. Government, the International Biophysical Programme and a number of companies and institutions in the U.S. and Canada.

, their score on an IQ test—with what society has to ffer. It is quite clear, therefore, that the usefulness of psychological test is judged by its ability to select the ght individual for the job, and to predict socially de-rable (or undesirable) behaviour on an individual and roup basis.

great deal of research effort has been devoted in the ast 50 years to devising new tests of performance that ill predict academic achievement or job success. The esults of all this effort have been disappointing. **The est prediction of your chances of success in any given ear of high school, for example, is still your marks from ie year before. And as society is interested in selection nd prediction for financial reasons, the successful IQ st is the one that will most accurately predict academic chievement or job success.**

uantitatively—especially when they are made on rade I tests of potential success in high school or niversity—the predictions have been only slightly bet-r than chance on the average. Qualitatively, the situa-on is much worse; all of the predictive statements made pply to groups, not individuals. The probability of aking an error when predicting the behaviour of say, 000 persons, is much smaller than when predicting the ehaviour of one individual. Furthermore, the conse-uences of error in terms of injustice and personal harm e much greater at the individual level.

What are the errors of conventional IQ tests? There are many types of errors, the most serious of which derives from the psychologists' definition of "intelligence" as "a score on an IQ test." There are many ingenious, theoretical, and statistical manoeuvres used to overcome this circular definition. This whole problem is thoroughly discussed by Anne Anastasi in her recent book, Psychological Testing.

Another type of error is due to the instability of the IQ. M. P. Honzik, in the Journal of Experimental Education, 1948, reported individual IQ changes of as much as 50 points in the period from six to 18 years of age. Fifty-nine per cent of the children tested changed by 15 or more points; 27 per cent by 20 or more points; and 9 per cent by 30 or more points. In my work with 600 children, **Evoked Potentials, Neural Efficiency, and IQ.** I found that the same child, when given three different IQ tests, could have a score that differed by as many as 40 points from one test to another. The average difference was 15 points for the three IQ tests given. Furthermore, an examination of the correlation among the three tests reveals that they measure only 42 per cent of what each test claims is "intelligence." The vocabulary subtest of one of the three IQ tests correlates closely with the entire test and correlates

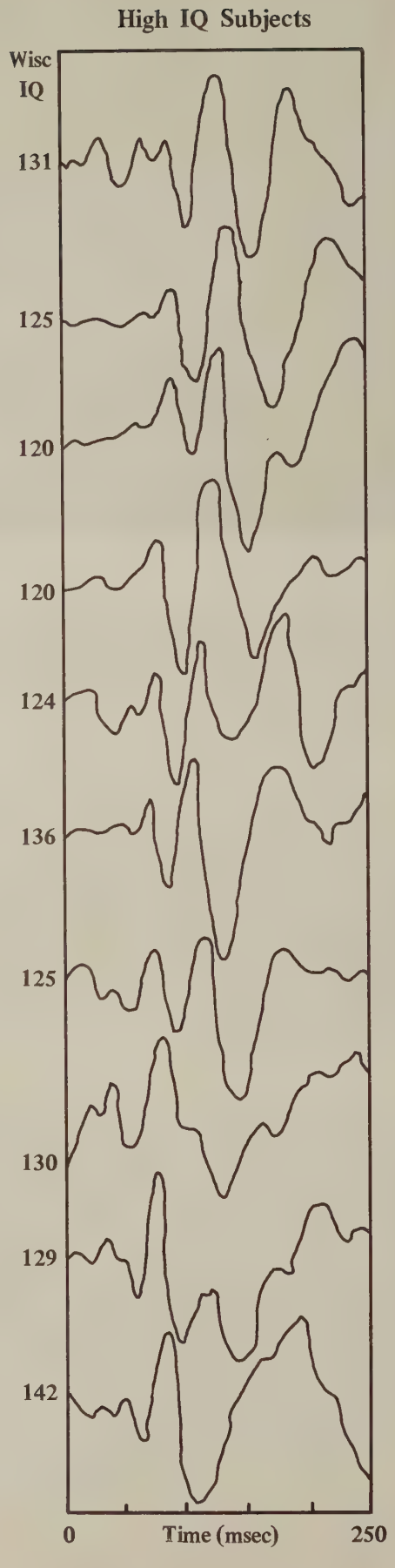
almost as well with the two other tests. It would seem, therefore, that much time and money could be saved by simply giving people a vocabulary test, as it alone correlates as well as the elaborate tests used with whatever psychologists call "intelligence."

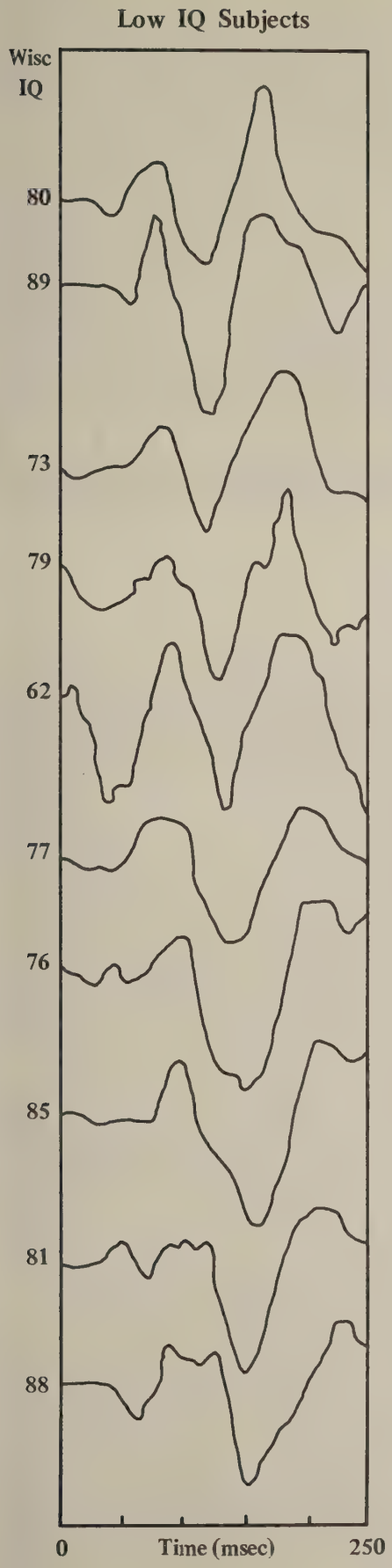
In defence of the psychologists, I must add that they are aware of all these errors and many others, and do not generally misuse IQ test scores. **It is the general public that is responsible for most of the misuses—first, by glorifying the IQ score, and second, by not informing themselves of the limitations and the appropriate conditions for the use of the tests.**

In order to avoid the dilemma produced by the psychologists' definition of "intelligence" as "a score on an IQ test," I have introduced the concept of "neural efficiency." This concept is related to the basic information-processing capacity of the brain, and it can be defined independently of the psychologists' IQ test scores.

Basically, when the brain is stimulated with a stimulus such as a light flash, its electrical activity changes in response to the stimulation. The brain's reactions can be studied through the use of various computer techniques that enhance the response while suppressing the unrelated electrical activity going on inside the brain at the same time. These responses are known as "averaged evoked potentials." The stimulus used is basically a test of the operational efficiency of the brain, and can be compared to standard procedures used to check the efficiency of electronic systems. The subject is not required to make any overt responses, and the method is, therefore, as "culture-free" as possible—a claim that certainly cannot be made for IQ tests. There is no pain or discomfort involved, and the whole process takes about five minutes.

The results of this study are illustrated in Fig. 1, which shows 20 subjects of widely differing IQ and also their evoked potentials. It can be seen that subjects with a high IQ tend to have much faster responses—more peaks—than those with a lower IQ. For the 20 subjects (out of 600) illustrated, there is no question, despite the errors and limitations of IQ tests, that they were accurately classified: each subject was given three IQ tests, the school records were examined, and a personal inter-





view was given by an experienced psychologist. Thus, for these 20 subjects, the relationship between the electrical activity of the brain (specifically evoked potentials) and IQ test scores is almost perfect. When the rest (580) of the sample is studied, the relationship is far from perfect, as one could expect in view of my previous comments about the validity of IQ tests. In fact, only a low correlation could be obtained.

This does not mean that either of the two methods is "right" or "wrong." As the inventor of the evoked potential method, I would, naturally, like to say that my method is "right" or "better" or "more accurate;" but I cannot do so on the basis of accepted scientific principles. On the other hand, without a solid and independent criterion of intelligence, the proponents of IQ tests cannot support their claims either.

The validity of the evoked potential method of determining neural efficiency can be established independently. For example, subjects suffering from a thyroid deficiency, which is known to cause mental dullness, have slower evoked potentials. Certain drugs and anesthetics, which are known to reduce mental efficiency, produce the same results. When patients are treated with a thyroid hormone, there is a dramatic change both in their mental acuity and in the speed of their evoked responses.

In order to avoid the vicious circle described above, I have chosen to call my method a measure of Neural Efficiency, which is not "intelligence" as understood by the psychologist. In this way, the two methods can be complementary rather than antagonistic. Long-term predictive studies with special educational exposure may eventually favour one method over the other.

But these are merely the sort of problems that arise within any discipline that is demonstrating a proper regard for precision. The salient point for our purposes is that we now have an IQ-testing device that will not discriminate against a job applicant while measuring his ability and potential.

(The opinions expressed in the accompanying article are those of the author, and do not necessarily reflect the views or policies of the Canada Department of Labour.)

Coping with the Seventies

Business must be prepared to submit itself to a "rigorous self-examination" in terms of its social as well as its economic contribution to Canadian society and must be prepared to face up to the fact that the image of business possessed by many people outside business is not a good one, said J. C. Whitelaw, Executive Vice-President and General Manager of the Canadian Manufacturers' Association. Mr. Whitelaw made the remarks when tabling his annual report to the 99th annual general meeting of the CMA, held in Montreal, June 7 to 9.

Mr. Whitelaw told the delegates that "the current upheaval and expressions of dissatisfaction with the status quo are not to be ignored, nor the restless challenge of youth power lightly dismissed." He said that the greater onus is on older men and women to "not invariably react defensively to the criticisms of youth but to ask themselves if the accelerating pace of change of every kind may not have invested those criticisms with some validity. We cannot close the generation gap but, if we are to narrow it, we must begin by recognizing the need to be open-minded and objective in this area of ongoing social development . . . We must be prepared to give constructive evidence of the true nature of business, which is not stuffy and inward-looking but which, more than any other single element in the world today, moves with the times and is a veritable catalyst of change of every kind.

"Not least, but perhaps hardest of all for us, we mus be prepared to predict and weigh the various conse quences of the many changes that industry brings abou most particularly those corporate decisions likely to hav an impact on the immediate community. Like it or no industry is destined increasingly to be called upon t explain and justify to a wider public, decisions whic not so long ago would have been considered the busines of no one but the owners.

"To a greater extent than ever before, industrial man agement is made keenly aware, and on a daily basis of the growing power of government and of organize labour. Between them, their actions shape much of th local and national climate in which our business opera tions are conducted. The concern to which we give voic in regard to what we consider to be the excesses of bot is very real. In the public service and private industr alike, union spokesmen make much of labour's 'rights' but say little about its responsibilities or obligations Similarly, governments espouse law and order, yet to often fail to enforce it. Such indulgence is bad at an time; it is doubly dangerous at a time of stress an strain such as the present."

New executive

At the convention, A. G. W. Sinclair, President, Canadia Johns-Manville Company Limited, Port Credit, Ont., wa elected President of the CMA for 1970-71. He succeede Leonard F. Wills, of Scarborough, Ont.

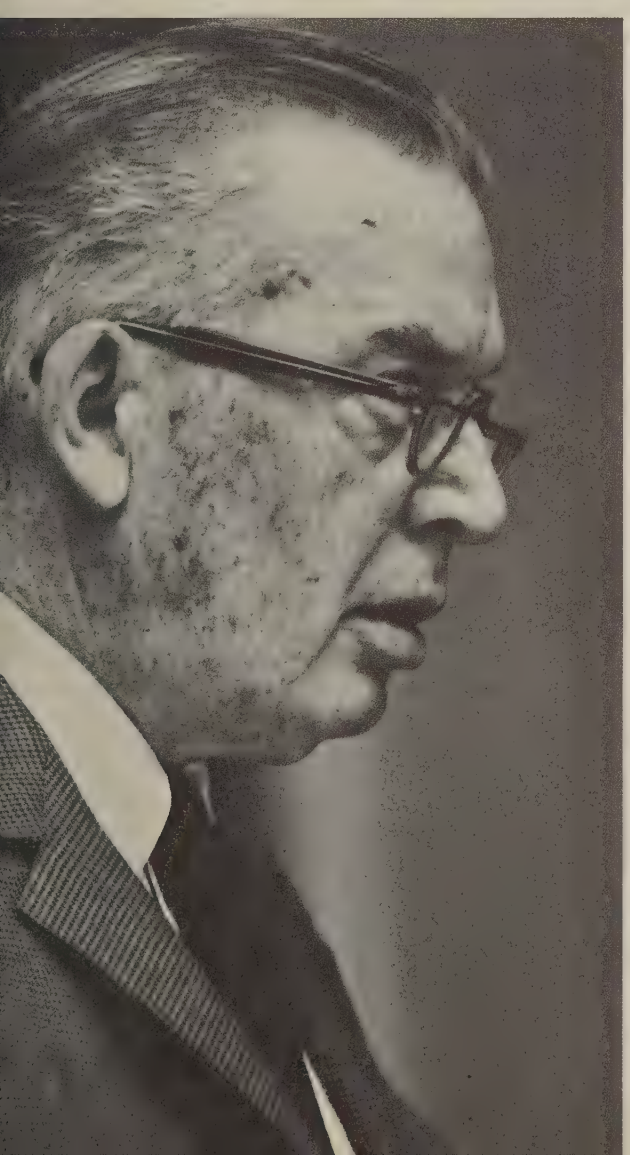
Other officers elected were: First Vice-President, V. C Marquez, President, Northern Electric Company Limit ed, Montreal; Second Vice-President, Daniel Sprague

resident, James B. Carter Limited, Winnipeg, Man.; nd Treasurer, D. G. Willmot, President and Chief xecutive Officer, Molson Industries Limited, Toronto, nt.; Chairman of the industrial relations committee, loyd Hemsworth, Vice-President, industrial relations, imberly-Clark of Canada Limited, Toronto, Ont.

resident's address

ecognizing the gravity of inflation, business has given s co-operation to Ottawa and, in particular, the Prices nd Incomes Commission in the battle to reverse it, utgoing CMA President L. F. Wills told the convenon. **"Without wishing in any way to blow our own umpet, I think we can say that the manufacturing ndustry has shown itself willing to do substantially what as been asked of it. I might add, too, that we have esisted the temptation to withdraw our support of the oluntary restraint program in the wake of organized abour's resounding negation of any thought of voluntary oderation of wage demands.**

F. Wills



"It is disappointing, but not unexpected, that we have failed to receive anything like the credit due to us for this. It is discouraging, too, that industry's part in the anti-inflation effort, amounting to a voluntary reduction of profits, which are already inadequate by most international standards, can, by itself, accomplish so little in terms of slowing the upward trend of prices. We recognize that it is in our own interests as well as the country's that we do everything we can to hold down prices—but that means that costs, essentially labour costs, must be contained, and that is not within the powers of a one-sided arrangement."

Labour can be expected to continue to apply as much pressure as ever, but the difference now is that their efforts will be far more likely to result in layoffs, short time and fewer jobs than in the past, Mr. Wills said. "We're in a situation where the Canadian consumer is noticeably less willing and able to pay the cost of these settlements and management, at least, realizes it. At no time in the past year have I, directly or indirectly, attempted to lay all the blame for inflation at labour's door. The impact of the dynamic U.S. economy and the free-spending policies of our various governments in this country through most of the Sixties have contributed greatly to the present excesses. But it would be equally wrong to minimize the chain-reacting consequences of the many unreasonable settlements forced on industries by unionists who, in many cases, were already among the best-paid members of the labour force.

"Like my predecessors in this office, I have often stressed that **there can be no justification for refusing demands for higher wages and better benefits that are demonstrably related to productivity improvement. I would go even further and say that, in some cases, wage increases can and should be granted to workers at the lower end of the scale in excess of productivity betterment.** Considerations of turnover, employee morale and social justice may very well dictate such an approach."

Mr. Wills pointed out that the unprecedented rise in living levels that occurred in the past decade was not only a matter of better wages, salaries and fringe benefits but of social security legislation—the Hospital Insurance Act, the Canada Pension Plan, the Canada Assistance Plan and the Medical Care Act. And "they are paid for not only by employees but also by employers. Indeed, the company contribution to social security is in many cases a double one, embracing not only contributions, but also that share of the corporate profits tax that goes to finance some aspect or other of it. We need to hammer this point a great deal harder than we have been doing. The dependence of our social services on healthy companies earning good profits is all too little understood by the average Canadian."

Mr. Wills went on to express his concern over the implications of some of the provisions in the White Paper on Tax Reform. "There is much at stake here in terms of Canada's future industrial development and it is our belief that Mr. Benson must drop a number of the White Paper proposals and modify others if the new tax structure is to serve this country well." **Canada must take whatever measures are necessary to preserve its national sovereignty, but "the best way to reduce the proportion of foreign ownership is to increase the opportunities for Canadians to earn, to save and to invest in equities in new and growing companies and industries.** Like it or not, the level of foreign investment is high and some concern on that score is understandable, but I do not for one moment believe that Canadians will accept the wholesale loss of jobs, incomes and living standards that would follow from any concerted policy based on ultranationalism."

With the Canadian market becoming more open to foreign products, said Mr. Wills, there have been some casualties—some companies going under and others ceasing operations. "For those who have lost their jobs, some after many years of service, it is a bad business. One can sympathize with their reactions, but employees, no less than anyone else, have to realize that there is no place for a losing enterprise in the competitive market economy. A change in the ground rules of the kind that the progressive reduction of tariffs has brought about inevitably means that there are more losers, particularly when it is accompanied by inordinate wage demands that ignore competitive conditions."

Mr. Wills concluded with a reference to the social responsibilities of business. The pollution question, he said, is but the tip of the iceberg in this area. "The rising sophistication of the consumer both at home and abroad, the demands of change and pressures of government will all require of industrial management that it strive harder than ever before to satisfy the reasonable demands of owners, employees and consumers alike. More than this, it will increasingly be called upon to reconcile corporate decisions with social needs and make corporate judgments on the basis of social obligations."

Industrial relations

In an address to the labour relations session of the conference, R. V. Hicks, a Toronto lawyer, discussed research done by the CMA's industrial relations department into collective bargaining. The following was taken from his paper:

The surveys cover the period of the last five years, and comprise a broad spectrum of industrial activities represented by 214 employers, both organized and unorganized, employing more than 450,000 employees. The questionnaires were directed to comparative standards of compensation in organized and unorganized establishments; the frequency of lawful and unlawful strikes; the effectiveness of strikes in the improvement of employees' real income; and the implications of technological changes as they relate to job security. In examining the comparative employment standards prevalent in unionized versus non-unionized establishments, wherever possible, competitive companies of like size in the same industry were matched with each other.

How do the unorganized employees actually fare in relation to the organized? As to the comparative levels of wage rates for production workers, the survey returns show that, **on the average, non-unionized employers provide a modestly lower starting rate—to the extent of some 4¢ or 5¢ per hour—while, conversely, their top rates are significantly higher by more than 20¢ per hour.**

The non-unionized employer enjoys the flexibility of being able to bid against competitive rates in the tight skilled labour market. This is in sharp contrast to the unionized employer who is contractually bound by rates that restrict him from bidding freely in the same market. The organized employer is usually limited to a biannual or tri-annual negotiation of rates on a prospective basis without much relevancy to the price ultimately dictated by the market.

Continuing with the blue-collar area, the survey data show that **conditions relating to standard working hours and premium payments governing overtime, shift and weekend work are virtually uniform for both classes of personnel.** Non-unionized employees are somewhat ahead on vacation, health benefit and pension plans but lag on employer contributions to medical-surgical-hospital plans.

Turning to salaried personnel, the survey results indicated that although non-unionized employers provide a higher level of fringe benefits, consistent with an apparent emphasis on security in contra-distinction to income, their salary scales are usually slightly lower than those of organized establishments. What conclusions are to be drawn from these data?

If any difference exists in the total package of compensation in either the blue- or white-collar category it is not at all discernible. In both categories, differences on individual items comprising the compensation package naturally prevail. But, on analysis, **no support can be found for the proposition that union-represented employees occupy a position of general superiority.**

Now, the union movement unquestionably can show that on a gross basis, significant economic gains have been achieved for many of its members. Their accomplishments, however, defy proper evaluation because of the inability to reconcile the cost of union representation. Payments for dues and assessments, and the losses in employment earnings sustained through unlawful, as well as lawful, strikes are not taken into account.

The survey results demonstrate the startling cost of union strikes to both employee and employer. In the past five years, 566 strikes occurred, only 119, or 20 per cent, of which were lawful. The strikes ranged in duration from a few days to 7 months. In this relatively modest sampling, literally hundreds of millions of dollars were lost in wages and production, not to mention continuing overhead costs and the carrying charges on plant and inventories. **Drawing on the experience of only two costly strikes occurring in 1969, employees lost $28,000,000 in wages and the two companies lost nearly a half billion dollars in production.**

To these figures should also be added the cost to the unions of conducting strikes. According to the Canadian Director of the United Steelworkers of America, that union alone paid out over $12,500,000 in strike benefits in Canada in 1969. These costs taken together are substantial enough in themselves, but when correlated with the gains, if any, resulting from strike action, they take on dramatic dimensions. Losses to employees in unlawful strikes occurring during the term of a collective agreement are virtually irrecoverable because they normally concern non-pay issues, such as discipline or seniority.

The survey results show that no fewer than 37 strikes were settled either for the same or less than the employer's pre-strike offer. Many settlements could be represented as providing gains, but when prorated over a longer agreement they yielded only the same increase as the original offer, or less. This, for example, occurred in a major strike of 11½ weeks that cost employees $1,400,000 in lost earnings and the employer approximately $80,000,000 in lost production. Yet the union claimed it as a victory!

In addition to the 37 strikes that were settled for the same or less, several more reported there were "no significant changes" or "fractionally higher changes" between the strike settlement and the pre-strike offer. To illustrate, a strike that cost the employees more than $400 on the average produced a 3-cent gain on fringe benefits over a 36-month agreement. Another, where employees lost $510 in average earnings, produced one half of one per cent improvement over a two-year period. Still another, realized "less than one per cent overall cost." Finally, a 42-day strike in which employees lost over $700 on an average, achieved a difference of less than one cent, and that modest amount was applied to classification adjustments.

Some of the relatively longer strikes did result in relatively greater increases. The longest of these, however, which was for seven months, produced a change in the employer's original offer of less than 7 per cent, being equivalent to 4 cents an hour, spread over a 35- instead of a 36-month agreement.

What do these settlements mean to striking employees in terms of net improvement—even in the comparatively few cases where the union registers significant gains? **Assuming an average weekly pay of $100 and a 10-cent improvement following a 10-week strike, it would take the employee almost five years to break even—before taxes. In a major 11-week strike in 1969 that involved more than 17,000 employees, it will take 16 years before they break even, assuming no further stoppages take place.** For those who receive no improvements in the employer's offer following the strike, a net loss of income is their reward.

Unions may justifiably claim credit for breakthroughs related to such principles as supplementary income protection that may not have then been achievable without threatening or resorting to strike action. On balance, however, claims as to wage gains produced by strike action are as much theoretical as real.

Another major area of union-management conflict concerns the consequences of technological change, or, to adopt its more sophisticated description, "industrial conversion." You will recall the dire results organized labour's soothsayers of the '50s were predicting would flow from the massive input of new industrial technology. Millions were immediately facing permanent dislocation from work. The expanding postwar work force could not possibly be absorbed and unemployment would soar.

To protect workers against the oncoming catastrophe, ingenious bargaining demands emerged with the avowed purpose of spreading available work, as well as providing income protection for those facing loss of employment. Extended vacation plans and other programs designed to make work and increase employment opportunity were promulgated with these objectives as their purpose. Severance award agreements and elaborate retraining schemes were similarly introduced.

Some of these rather revolutionary concepts in principle were undoubtedly socially desirable. Ironically, however, by spreading the work in the context of an expanding economy, they contributed to the inflationary pressures that have since beset us.

The issue of technological change has become confused by treating terminations resulting from plant shutdown the same as redundancies resulting from industrial conversion. Curiously, none of the two or three situations involving employee terminations that have captured so much notoriety in the past year can be attributed to technological improvement. The closures of a ship yard in Montreal and of an industrial rubber goods plant in Toronto, representing a total of approximately 1,500 persons, are completely unrelated to the introduction of new technology. Rather, they are a simple fact of competitive business; foreign competition displaced them from the market place.

In the absence of adequate research, many of you were surveyed as to the impact that manufacturing improvements have had on your work forces in the past five years. A total of 216 firms replied and, of these, **120 reported that there were thousands of job changes taking place without causing a single layoff. One of the major firms replied that thousands of changes had been introduced affecting 10 per cent of its work force without causing a single redundancy.** Of the remainder, only 26 firms, or 12 per cent, reported displacement of personnel, totalling 832 employees. Even as to those laid off, the vast majority had less than three years service, and many were in the probationary category.

Through advance planning and retraining, the impact of job changes was minimized. In one situation where advance notice was given the employees, a number of them obtained other employment despite the assurance they would be retained. Many of the collective agreements involved contained provisions providing for severance pay, earnings protection on being down-graded, and also retraining opportunity.

The Freedman (L. G. 1966, p. 4) and Task Force on Labour Relations (L. G., May 1969, p. 269) Reports would provide unions either with a legal right to strike over "major" changes or freedom to negotiate the right to strike during the term of the collective agreement over specified issues. The naivete of this latter proposal ignores labour's ingenuity to camouflage the real reasons for striking that was so blithely volunteered by the Canadian Director of the UAW when, as you will recall, he facetiously quipped, "how do you like them apples."

The proponents of the right to strike during the currency of a collective agreement fail also to distinguish the marked difference in the legislative framework and traditional concepts existing between the United Kingdom and the United States, where it is recognized, and Canada. Unlike these other jurisdictions, our system is predicated upon providing maximum industrial stability by prohibiting strikes and lockouts during the term of the collective agreement, in return for the union's right to compulsory grievance and arbitration procedures. (Legal processes intended to protect the contractual rights of employees, their union and the employer are substituted for the provocative sanctions of strike and lockout. This protection parallels that provided by law to all other segments of society.)

Despite these mutually protective conditions, **the survey data show that the frequency of unlawful work stoppages occurring while collective agreements are in force is extremely high. A total of 669 stoppages and slowdowns were reported involving many millions of dollars in lost production and wages.** One employer reported experiencing slowdowns and strikes "too numerous to detail." Some reported occasional acts of sabotage and one employer resorted to lie detector tests to apprehend the culprits.

Some employers conceded that, by failing to take appropriate disciplinary action or enforcement proceedings against the union, they were in part authors of their own misfortune. Several emphasized the difficulty of applying practical sanctions because of the inhibiting effect they would have on contract negotiations. Also mentioned were the difficulties associated with mass discipline and obtaining adequate evidence to support damage claims against the union at arbitration. A common thread running through the replies was a demand that unions be made legal entities fully responsible for their actions at law.

The Freedman Report, and more particularly the Task Force Report, would have the effect of legitimizing union activities that are now not only unlawful but also economically wasteful. Still worse, their implementation would facilitate rather than deter organized labour's resort to economic sanctions which, the survey data establish, are already grossly abused. Clearly, their recommendations would aggravate, rather than reduce the strike malady. An agreement would no longer be a stabilizing influence but would actually become a vehicle to create more division and strife. Public opinion, already sensitive from an over-exposure to union-management conflict, is fast losing its tolerance for the existing volatile nature of collective bargaining, without spreading the infection further by providing unions with an entirely new area of conflict.

Last year, Canada experienced its worse strike record in our history, losing 7.7 million man-days employment. Where are we heading in the decade ahead? The communications gap existing between union leadership and union membership prevents effective and responsible bargaining. Even where settlements made at the bargaining table carry the unanimous endorsation of the union's bargaining team, the spectre of rejection by the membership haunts the company's negotiators. In the same context, there is an increasing trend on the part of union leaders to abdicate their responsibility to recommend settlements to avoid personal humiliation. The recent CLC conference in Edmonton should have directed itself to a reappraisal by unions of the management of their own affairs before proclaiming involvement in the management of the enterprise.

What's happening to the collective bargaining ideal? Our legislation, now so badly outmoded, must be modernized consistent with the realities of our times. With trade unions having total assets in Canada in excess of $1,000,000,000 and an annual income of more than $35,000,000 from dues alone, the concept of balance of power must be revitalized and redefined. Our economy cannot afford the luxury of irrationally motivated strikes. Ways and means must be found to reduce, rather than increase, union-management confrontation if the process of collective bargaining is to fulfil any social purpose.

(Comments on this article from John O'Donoghue, Research Economist, International Association of Machinists, will appear in the November number).

Centralization in collective bargaining

The 7th annual meeting of the Canadian Industrial Relations Research Institute was held in Ottawa, June 18 and 19. The topic for the meeting was Centralization in Collective Bargaining. The following are summaries of several papers delivered at the conference; more of the papers will be presented in the December issue of The Labour Gazette. Papers this month are: Sector Bargaining, Robert Sauvé, Deputy Minister of Labour and Manpower for Québec; Multi-National Bargaining: The Canada-U.S. Experience, by Bryan Downie, Queen's University; Multi-National Enterprises and the European Trade Unions, Paul Malles, Economic Council of Canada; and Collective Bargaining in the B.C. Lumber Industry by Stuart Jamieson, University of British Columbia.

Robert Sauvé

Robert Sauvé, Deputy Minister of the Department of Labour and Manpower for the Province of Québec, foresees that all industrial bargaining, whether regional or provincial, may eventually become sectorial bargaining. Mr. Sauvé stated that the "plant-wide collective agreement" was no longer adequate for our requirements. It has become too restricted as a means of resolving problems and contending with the lack of "job security" of workers nowadays. On the social and economic levels, it may be termed too isolated to fit in the framework of collaboration and conciliation that is essential to society's development. Perhaps it is even somewhat unfair toward all, since it serves the interests of only a minority of workers.

Because of these three flaws in the organization of our present system of labour relations, it is necessary that the system be made more flexible and that it be supplemented by extensive bargaining at higher levels than that of the business enterprise.

However, stated Mr. Sauvé, we should avoid the error that, in the past, imposed bargaining procedures without taking into consideration the distinctive character of the industrial sectors. It is up to the parties concerned employee associations and management associations to select the type of bargaining that is best suited to their particular needs. In this way, the integration of flexibility within the system, to the extent it is required, will be brought about. The choice must be made within pre-established professional and geographical jurisdictions in order to avoid erratic boundary delineations.

Should the parties deem that sectorial bargaining is better suited to their requirements, it will probably be for the following reasons: this type of bargaining makes unions more aware of their responsibilities and of the economic situation; this type of bargaining establishes the relations between the economic parties and the labour policies; and this type of bargaining is the only one that can involve workers who are not unionized.

To conclude, Mr. Sauvé stated that, although sectorial bargaining offers an improvement over the existing situation, and strives toward greater stability among all parties concerned with labour, there is a price to be

aid. And that price is the recognition of new bargaining onditions that will affect the structures of the employees nd the management association, as well as those of ie Department of Labour and Manpower of the Prov- ice of Québec.

Bryan Downie

Bi-national bargaining involving the delegation of deci- ion-making power from Canada to the United States ccurs because of an adherence to a U.S. pattern or tandard, or an actual delegation of authority to U.S. fficials, or a combination of both factors, said Bryan M. Downie of Queen's University. Mr. Downie stressed hat, in his discussion of the phenomenon, he would deal nly with process and practice, and that, because of the arrow range of his data, all conclusions should be onsidered purely tentative.

Within the various types of Canadian industries, there ave occurred mixtures and degrees of bi-national bar- aining, he continued. At Marmoraton Mines and Union Drawn Steel, for instance, the employees were umped in with the bargaining units attached to the arent companies, Bethlehem and Republic Steel, in the Jnited States. In the meat packing industry, however, iere has been the opposite polarization: a separation etween U.S. and Canadian developments. There can ierefore be no "rigid generalizations" about just what onstitutes bi-national influences.

Although the unions have been singled out as the agents esponsible for the spreading of patterns in collective argaining, employer policies must also share in the esponsibility. The auto companies, particularly GM nd Chrysler, are one example. They helped to "precip- ate the transmission process by the active participation f U.S. officials in Canadian negotiations" as early as ie 1940s. Mr. Downie concluded that "in no cases hen U.S. patterns were followed did management seem o seriously resist. Common bi-national policies seemed o be acceptable to both sides."

The unions themselves "differed somewhat in the inter- al process whereby demands were formulated and in ieir bargaining practices." Practice ranged from the ighly centralized bargaining favoured by the pulp and aper unions to the more decentralized operations of the anadian Food and Allied Workers and the Steelworkers. ome characteristics were common to all, however. First, emands were normally formulated within each union t individual conferences in Canada. Secondly, U.S. egotiators tended to restrict their intervention to in- tances where the company involved exported "sub- tantially" to the U.S., and the result could be employ- ment shifts in the United States because of Canadian competition. Third, Canadian negotiators always sought the most effective bargaining unit. If policy was being developed by the parent company in the United States, they might then prefer to have direct contact with U.S. management. Thus, the Food and Allied Workers ap- proached Swift negotiators in the U.S. at one point because they did not think that Canadian authorities had the authority to make decisions. Fourth, despite their use of U.S. standards as a lever, the unions demon- strated a "capacity for compromise and flexibility" where this was the reasonable course.

Because the wage controls instituted by the Canadian Government were not lifted until 1947 and single plant representation was mandatory for wage change requests, international bargaining arrangements in Canada were delayed until the late 1940s and early 1950s. Govern- ment action has continued to affect current practice in collective bargaining. "Compulsory conciliation, partic- ularly when coupled with the multiple loci of public policy in Canada," has been "a pervasive factor in negotiations especially in steel, meat packing, and autos (up to 1956)."

The substance, procedure, participants, and tone of ne- gotiations is profoundly affected by whether or not inter- national bargaining is being used, said Mr. Downie. Where it is applied, the agenda has often been expanded to include items of interest in the United States that might otherwise have been downgraded or ignored in Canada. U.S. wage adjustment approaches have also been introduced. Then, too, minor anomalies have crept in: in one agreement at Marmoraton, for example, the escalator clause was based on the U.S. Consumer Price Index.

Procedural changes include the timing of negotiations and settlements to coincide in both countries. In the steel industry, the "date on which yearly increases be- come effective was changed from March to August to concur with the practice in the U.S. industry." A less desirable factor has been the participation of U.S. nego- tiators on both sides of the table.

Where no U.S. pattern has been followed, negotiations have tended to be longer and strikes more frequent. When the B.C. paper industry did not follow the U.S. pattern, its negotiations stretched out beyond the settle- ment time taken by eastern paper firms who did make use of the pattern. Mr. Downie suggested that bi-na- tional bargaining may even be "a positive factor with regard to industrial peace."

Why do bi-national relationships occur? One expert, Arthur M. Ross, has placed the emphasis on union pressures. "Wage patterns, so the argument runs, emanate from institutional variables such as common ownership, centralized bargaining and union rivalry, which result in emulation to resolve union political pressures." Mr. Downie does not consider this to be an adequate answer. He noted in his paper that the influence of price determination from the U.S. cannot be overlooked. Furthermore, **the uniform application of bi-national bargaining is modified by additional influences: historical and personality factors, and differences in rank-and-file outlook in various regions. Centralized union bargaining cannot be considered an "autonomous variable," he continued.** "Rather, control or co-ordinction from the U.S. could be looked upon as an organizational or administrative reaction to other factors." Bargaining occurs within the limits of the economic environment, both sides using certain bargains as referent points, perhaps the same ones. Both sides are thus helping to support bi-national bargaining.

According to Mr. Downie, the mechanics of bi-national bargaining "take the form of behavioural tactics that are a response, among other things, to the structural arrangements of the other party." The mechanics may effect further changes in the intro-organizational sense. For example, "some local unions, just as local managements, may disagree with headquarters on important issues, but be forced to accept uniform treatment." Strong local unions may then fail to obtain as tight an agreement as they might have on their own, and adjustment to local needs may sometimes be overlooked. At the same time, union demands for parallel wage standards may arouse company demands for parallel work standards: in Ford and GM plants in Canada, there is wage parity with the U.S. plants, but the workers must also use a similar work practice–tag relief, whereby the line does not shut down during any of the breaks.

There are potential dangers inherent in international bargaining: Canadian sovereignty may be threatened by the transfer of decision-making to the United States, or there could be a possible North American strike, or wage guidelines formed in the U.S. might be adhered to here. But they are counterbalanced by the advantages: "available expertise, structural advantages when dealing with U.S. subsidiaries, and access to American funds." Whatever the equality of this balance, it is clear, concluded Mr. Downie, that "bi-national bargaining of various forms will be a part of the Canadian collective bargaining fabric in the foreseeable future at least."

Paul Malles

Paul Malles, of the Economic Council of Canad presented a paper titled: The Multinational Corporatio and Industrial Relations: The European Approach. C prime consideration in this paper was the questio whether the multinational corporation constituted challenge to the industrial relations systems as they hav developed in Europe over the last quarter of a centur and what response such a challenge found in the trad union movement.

There does not seem to be a readily acceptable definitio of what constitutes a multinational or international cor poration. The term could be interpreted to mean cluster of corporations of diverse nationality joined to gether by ties of common ownership and responsive t a common management strategy. That kind of definitio serves well to characterize such firms as Nestlé, Ford IBM or Phillips. The multinational corporation may als be seen as a domestic corporation with subsidiarie and licensees in a number of countries.

There are three things to note about the multinationa or international corporation:

The growth of the multinational corporation, a phe nomenon of the sixties, is not so much one of numbers as of the accelerated rate of growth in investment, production and sales. It is conceivable that in 20 years the international corporative sector could equal in size the American gross national product.

The very nature of management has changed. The management of the subsidiary loses its "plenipotentiary" character. How much or how little decision-making power remains with it is no longer a matter of externalities, but a matter of centrally established policies. Managerial behaviour may indeed become truly international where the nationality of local management matters little and the various national managers of international corporations become more and more closely identified with each other than with their domestic confreres.

The rapid expansion of the multinational corporation plus the change in the structure and nature of management runs directly counter to the concurrent growth and concept of the "welfare state."

If we consider the role played by the European trade union movement and its political allies in the development of the welfare state, we may appreciate the fears

hat the very elusiveness of the international corporation n regard to national policies and institutions has created. he multinational corporation operates largely outside he scope of national sovereignties and a sort of vacuum as been formed in the sphere of legislation and regula- on. This vacuum must be filled.

he unions affiliated to the ICFTU and its associated rade Secretariats (ITS), which group the bulk of or- anized labour in Europe, adopted at the Ninth World ongress of the ICFTU a resolution urging the need o ensure that the priorities of national economic plan- ing are respected; that company mergers be subjected o the approval of public authorities; that all measures e taken in good time to avoid social hardships caused y structural change and plant closure; that democratic ontrol be established at each level of decision; and that ew laws or regulations governing international, region- l or national operations of multinational corporations nclude the principles that provide full scope for the equirements of maximum social progress in a balanced conomy.

he strategies adopted to implement the ICFTU resolu- on can be grouped under three headings: adaptations o organizational structures; adaptations to the tech- iques of collective bargaining and conducting industrial onflict; and adaptations sought within national as well s international law and within intergovernmental orga- izations to fill the "vacuum of legislation and regula- on" concerning multinational corporations.

The pioneer in the field of organizational adaptation to multinational manufacturing firms is undoubtedly the International Metal Workers Federation (IMF). Within the IMF's Automotive Department, worldwide councils have been set up according to enterprises, i.e., Ford, General Motors, Chrysler and Volkswagen-Benz in the first instance, to which are being added British Leyland Motors and jointly, Toyota and Nissan.

In the electrical and electronic fields, because of the greater number of companies, the IMF proceeded in a somewhat different manner, that of "committees on multinational companies" that appear to be more regionally oriented.

Essentially, these organizational changes and adaptations, whether at the level of the international federations of national centres or of those of the affiliated unions, aim at the same purpose, namely the internationalization of trade union strategy, at the national level in matters of collective bargaining and the solution of conflict situations, and at the national and international level, aim at protective law by national as well as international legislation.

This is still far removed from true international joint bargaining with multinational corporations. There are, however, a few examples where union representatives have been able to come face to face with top officers of multinational corporations. Certain techniques are also developing which, while by no means involving

international bargaining, yet arise from specific local situations and are then internationalized by seeking to generalize the issues to the subsidiaries of the individual countries. This technique was used with great success by the International Chemical and General Workers Federation (ICF) in the case of the glass-producing multinational company, Saint Gobain, and may well become a classic in its way. ICF, however, is unlikely to prove a model that many industries can copy, as it is operating in a highly capital-intensive, well-integrated industry that is relatively easy to organize. The technique used in the Saint Gobain case depends on careful timing, but above all, on highly disciplined solidarity action.

Briefly, the main points raised by Mr. Malles were: The internationalization of union strategy involving multinational corporations depends on (1) **intensive research concerning economic conditions, development trends, particular situations of the corporations and their subsidiaries, the knowledge of their interrelationships, profit developments, and wages and working conditions.** This could include the storing and constant revision of information in electronic data banks.

(2) **The quick transmission of this information to the unions involved in a bargaining situation,** and the co-ordination of policies and strategies employed in individual situations—in other words, the internationalization of domestic bargaining.

(3) **Increasing opportunities for face-to-face meetings with the decision-making management officials of the multinational corporations,** if not for direct bargaining, then for the exploration of issues and agreement on basic policy principles.

(4) **Co-operation of governments in creating and developing institutions** that will permit the removal of existing gaps in laws and regulations, not only at the national, but above all at the international level.

To carry out the intensive and continuing research program that is envisaged, a very radical change in the attitudes and concern of national trade union bodies in relation to the international organizations will have to take place.

Unions—and for that matter governments—are faced with great difficulty in obtaining information on the policies of multinational corporations. Most European trade unions have been able, either by law or by agreement, to exercise considerable influence on decision-making.

Fear of intervention of the multinational corporations in domestic politics led the European unions to press upon their governments the need to assess and reassess their attitudes to multinational corporations. The ambivalence of government attitudes toward the phenomenon of the multinational corporations nourishes mounting tensions in Europe. Typical of the present trend in Europe are undoubtedly the attempts to come to grips with the very elusiveness of the phenomenon, and to bring it under domestic and international law and agreement.

As to collective bargaining goals, the First European Autoworkers' Conference in December 1969 emphasized equalization and standardization of working conditions and fringe benefits. Designated as priorities were security of employment, equal rights for women workers, and trade union rights in the shop.

It is likely that, before the unions come to grips with true international collective bargaining, they will exert their political power to obtain the extension and equalization of labour standards legislation within the possibly widening framework of the European Economic Community.

Stuart Jamieson

Multi-employer bargaining in a widening range of industries has been in operation in British Columbia for almost three decades. Technological changes, improvements in transportation and communications, and broadening of markets and sources of supply have induced a growing concentration in many industries, in fewer but larger

corporate units, Prof. Stuart Jamieson of the University of British Columbia said at the Canadian Industrial Relations Research Institute meeting.

A broader measure of collective bargaining efficiency would be the achievement of a stable and rational means of communication between labour and management and the formulation of means by which the major problems of an industry could be settled, if not entirely solved, without an inordinate amount of conflict and economic loss to workers, employers and the public. Another acceptable measure could be the ability of a union to protect and enhance the interest of its members with greater job security, wage and fringe benefits, and increases in line with those of workers in comparable industries. The achievement of such gains would require not only strength and cohesiveness from the union side, but flexibility on the employers' side, said Mr. Jamieson.

At the same time, there has been a growing integration in corporate ownership over different stages of the production process with a significant increase in multi-industry and multi-product "conglomerates" that operate across national boundaries. Such developments have compelled governments to intervene to a growing degree in economic affairs, including labour-employer relations, to protect the interest of the public. The lumber industry of British Columbia has accounted for a disproportionate share of industrial strife in the province. From 1949 to 1959, the lumber industry accounted for about 10 per cent of the paid labour force, but for about 20 per cent of all strikes; from 1952 to 1959, two protracted strikes alone accounted for more days lost than in all other industries in the province during the decade. The industry did not experience any large or protracted shut-downs during the 60s, but wildcat strikes greatly increased in the 60s. These occurred among a labour force that has been declining in number over the past two decades. One industry-wide shut-down threatened to develop in 1966 that would have involved 6,000 workers.

Sources of conflict may be attributed to the transience of workers, Jamieson stated. Loggers in particular have had a long tradition of militancy and radical ideologies dating back to the days of the International Workers of the World. The lumber industry, like construction, is subject to severe seasonal and often unforeseen and erratic cyclical fluctuations in sales, prices and output, and the uncertainties of foreign markets; sudden change in import quotas, exchange rates and the like; and, finally, rapid technological change in both major branches of the industry. These sources of insecurity, particularly for labour, render it difficult to achieve a rational climate for collective bargaining and administration of agreements. The construction industry appears to be of major importance in affecting workers' attitudes and union bargaining in the lumber industry. Labour in coast lumber compares its position unfavourably also with its counterparts in the pulp and paper industry. Although the former group suffers job insecurity, frequent layoffs and declining employment opportunities, in the long run the latter have generally enjoyed a relatively year-round operation, with a rapid and almost continuous increase in employment, and with favourable prospects for the future.

Where lumber and construction in B.C. have been among the most "strike prone" in the province, pulp and paper has been relatively strike-free. The bargaining policy of unions and employers in the industry has been, usually, to wait until negotiations in coast lumber have been settled with or without a strike, then to settle for roughly the same percentage increase to avoid the cost of a strike. These differences in the two groups of workers have been a major factor inhibiting amalgamation of their respective unions.

New proposed legislation, Bill 22, introduced this spring in the B.C. legislature, provides for certification of employer associations on the same basis as unions, giving them exclusive authority to bargain on behalf of their members. Several union spokesmen expressed the fear that this bill would give an employers' association, in an industry such as lumber, more centralized authority and co-ordination of strategy than the union has been able to secure. A further complication arises from the lack of adequate statistical and other economic research data about the lumber industry both from the provincial and federal Governments. There is no way of getting really accurate, up-to-date estimates of the total number of sawmill operations and of total employment from which to derive accurate calculations of such important items as changes in productivity, hourly earnings, unit labour, capital costs and the like.

This gap, together with the numerous other uncertainties that beset industry, puts collective bargaining in something of a vacuum. The union delegation presents its brief justifying its wage demands on the basis largely of DBS statistics on productivity, hourly earnings, changes in the labour and capital shares of the industry's total revenue, and so on. Spokesmen of the B.C. Employers' Association challenge the accuracy of DBS statistics, but are unable to present reliable estimates of their own because, in this highly competitive industry, the 160-odd member firms—and particularly the larger ones—are unwilling to provide data that they deem "confidential," so the bargaining process develops into a straight power-play. And the provincial Government, by virtue of its control over vital forestry resources and its unusual "residual powers" under prevailing labour disputes legislation, is occasionally able, in effect, to impose a settlement on the parties.

Briefs to the Government

Priority for unemployment

Two briefs—one dealing with the Government's economic policy, and the other with postal transportation in Montreal—were presented by the Confederation of National Trade Unions to the federal Cabinet on March 23. Following the abuse that Michel Chartrand, President of the Montreal Central Council of the CNTU, directed at the Prime Minister and other members of the Cabinet—Postmaster-General Eric Kierans in particular—it was in a somewhat strained atmosphere that the briefs were presented.

CNTU General Secretary Raymond Parent read the brief on postal transportation in Montreal. In the brief, the union laid particular blame on the administration of the postal service as well as on the Minister in charge, Eric Kierans. "For 10 to 11 months each year, the postal service of Montreal and surrounding area runs almost smoothly," declared Mr. Parent. "But during the remaining part of the year, it is partly or completely disrupted, and this has been the situation since 1966! . . . Nobody can deny the employees' competence. They have given ample proof of it on many occasions. They have broad experience, are efficient and hard workin . . . Before Christmas they delivered 43,000 postal parcel in one day only and with only 98 trucks, an unprece dented feat of strength . . . it is not the mechanism o postal transportation that creates the problem," bu rather "the relations between those who administer the postal services and those who have to do the work."

One aspect of the negotiations that Mr. Parent found "rather unusual and little known" was that the contractor, in 1966, 1968 and 1969, told the truck drivers that before discussing a new collective agreement, he had to obtain an extension of his contracts with Ottawa as well as an increase in the rates paid. "Another odd aspect of these relations was the cancellation or suspension of the contracts by the Communications Minister as a way to exert pressure on everybody. The employees had nothing before them, and not only were they bound to settle current problems, but they were also obliged to put pressure on the Government for the granting of new contracts or the lifting of the suspension."

The memorandum then attacked Mr. Kierans' decision "to divide the Montreal territory into five separate sectors as part of an administration reform . . . for the sake of economy. Mr. Kierans pretends that he could reduce expenses from $4,500,000 in 1968 at Rod Service, and $5,200,000 in 1969 at Lapalme Inc., to $3,200,000 in 1970. The $3,200,000 provided for the four Montreal contractors . . . does not cover all the territory served by G. Lapalme Inc. As a matter of fact, six contracts currently served by G. Lapalme are not included in the $3,200,000 . . . In addition, the $3,200,000 does not include the fringe benefits paid by the Department."

The CNTU pointed out that on January 30, 1970, "after checking with the Québec Department of Financial Institutions, Companies and Co-operative Societies, and with the Secretary of State Department in Ottawa," it was confirmed that no letters patent had been issued in the name of two of the contractors designated by Mr. Kierans, and that a third "had not even filed a petition for incorporation." How can it be explained, asks the brief, "that contracts have been signed with these companies? The decision of the Department was based on its will to smash up a union that it had treated with contempt in the past, but which had nevertheless come out victorious in its open struggles with an administration bent on patronage."

Mr. Parent concluded by stating that, "In this recent manoeuvre of the Post Office Department, **the employees have been told to find employment with other contractors. This simply means that 450 specialists in Montreal's mail**

elivery have been asked to kill their union, so that some f them may continue to earn their living by doing the ame work but by losing all their acquired rights. In ur opinion, this was acting with inexplicable and pro-oundly unjust brutality."

)elivering the general memorandum on the Govern-ient's economic policy, CNTU President Marcel Pepin sserted that the CNTU believes in the principle of articipatory democracy, but that "the effectiveness of uch participation appears doubtful when the Govern-ient abuses it by using it to justify delays in taking ecisions." The brief cites the White Paper on taxation s an example. It expressed surprise that the battle gainst unemployment and social and regional inequa-ties had not yet been named the No. 1 priority in anada.

n its analysis of unemployment, the CNTU emphasized ie fact that the unemployment rate, only slightly less ian 5 per cent in 1969 compared with 3.6 per cent 1966, "is far higher than the objective of 3 per cent stablished by the Economic Council of Canada in its rst annual report ..." The CNTU states that "for astern Canada, the situation is even more serious when easonal variations are considered, not to mention the avages of the unemployment plague in certain cate-ories of the population." Moreover, the CNTU blames ie Government for arbitrarily and unilaterally deciding 1968 to "suspend the winter works program that elped to alleviate unemployment in many municipal-ies located in depressed areas, without setting in mo-on a short-term alternative program, and without orrecting the problems connected with the winter works rogram.

omparing the harm caused to the Canadian economy y work stoppages—justified or unjustified—with that aused by unemployment, the CNTU estimated that etween 1964 and 1968, the average annual loss attribu-ible to the former amounted to 5,082,730 workdays, hereas unemployment caused an average annual loss f 80,000,000 workdays. The brief refers to an article the Montreal newspaper **Le Devoir** of January 24, 970, that notes: "Unemployment cost the Québec conomy 56 times more workdays than did strikes and ckouts in 1969."

Pepin Trudeau

The brief proposes further that the federal Government: (1) get rid of its budgetary surplus by turning it over to the needy provinces; (2) unconditionally turn over to Québec the $200,000,000 collected by the 2 per cent tax known as the 'social development tax'; (3) adopt immediately legislation under which it would guarantee loans made by banks to enterprises situated in the eastern part of the country for expansion projects, and direct the resources of the Industrial Development Bank toward slow-growth regions; (4) ask the Economic Council of Canada to do a study on the measures that could be used to regionalize budget and monetary policy in Canada, taking regional disparities into account; (5) make economic, social and regional inequality a priority in constitutional discussions; (6) guarantee the right to well-paid employment to every citizen;" and (7) initiate a more vigorous drive for full employment through such devices as the investment of public money in private enterprises, and the creation of state-owned enterprises.

Turning to the problem of inflation, the brief stated that the CNTU is very much concerned about the potential danger to the Canadian economy, should there be "an uncontrolled or uncontrollable price rise." The Confederation wondered, however, whether "the phenomenon of inflation has not been exaggerated by making it appear that Canada is in a situation bordering on catastrophe." In its opinion, "Canada appears to be still a long way from catastrophe." Moreover, "the price increase is not a phenomenon peculiar to Canada, and as long as the countries with which Canada trades have the same problem, Canada's competitive position will not be in danger. This, however, hardly weakens the need to try to conserve the purchasing power of Canadians by halting the price spiral." The CNTU supported its contention with figures from the Organization for Economic Co-operation and Development, showing that "from 1964-1968, prices increased 12.1 per cent in the United States, 22.7 per cent in Japan, 14.6 per cent in Canada, 16.7 per cent in Great Britain, and 19.2 per cent in Sweden.

"Admitting for the moment," the brief goes on, "that the inflationary situation really exists to the degree claimed, it can still be asked whether the economic policy of the Government constitutes an adequate and appropriate medicine for current economic ills." But there are other factors, such as the impact of government expenditures on overall demand. "There is no campaign in the business world," says the brief, "orchestrated with more polish and determination than that against increases in public spending." According to the national accounts, the Canadian public sector recorded budget surpluses of $325,000,000 in 1965, $157,000,000 in 1967 and $800,000,000 in 1968. Thus, "although it is generally believed that the public sector is running a deficit because of the deficit budgets at various levels of government, the truth is that, in 1968, the public sector was running its fifth straight surplus ... Consequently it is wrong to claim that inflation in Canada is due to an excessive increase in government spending."

The public sector "has not always been administered in accordance with standards and criteria the taxpayers could trust," the brief points out. The efficiency of the public sector has been badly impaired by the constitutional debates between the federal Government and the provinces. "Certain plans that, under conditions of more wholesome relations between the two levels of government, could have made positive contributions to the productivity of the Canadian economy, have been held up by sterile competition between the federal Government and the provinces, Québec in particular. Programs such as those for training, retraining or manpower mobility will continue to be net losses for the Canadian economy as long as the political and constitutional question remains unsettled. In this sense—that is, in the sense of its present contribution and not its possible contribution to the productivity of the Canadian economy, government spending may be an inflationary factor. The problem of public spending is not one of volume of spending but the efficiency of spending."

The CNTU believes that "the problem of inflation remains essentially a problem of insufficient productivity. Only through an increase in productivity can Canada effectively combat inflation and protect its competitive position on the international markets." The union criticized the federal Government for doing nothing, or very little, about increasing productivity. "How long," asks the Confederation, "will the textile problem be allowed to linger? This is a sector that requires a well-planned program of reconversion and rationalization. When will the Government decide to intervene to rationalize the chemical products sector? When will Canada have an industrial research policy?"

The brief asserts also that advertising "is a parasitic industry, adding nothing to the productivity of the economy, but adding heavily to the sale price of articles." This advertising, the brief continues, is aided and abetted by easy and abusive consumer credit that fattens the "financial sharks." These techniques and practices form an integral part of the capitalist system that "by itself provides some of the inflationary impetus." The brief here refers to the findings of the Economic Council of Canada in its report on competition policy, wherein the responsibility "for discretionary setting of prices for goods and services" is placed mainly on the business and professional communities.

According to the CNTU, **"the entire debate on the problem of inflation is based not on an attempt to find the causes and solutions to the problem, but on a search for a scapegoat." Moreover, the Prices and Incomes Commission "from the beginning held a stereotyped prejudice that visibly hampered its relations with the parent labour bodies; in its view, wages were responsible for inflation."** This is why "the CNTU will not participate in any voluntary management-labour agreement on wages, under the aegis of the Prices and Incomes Commission, as long as there is no guarantee that other forms of revenues will be bound by the agreement."

Vith regard to the White Paper on Tax Reform, the ief asserts that its proposals constitute progress over e present taxation system, but not an in-depth reform. he CNTU welcomes certain long-sought-after mea- ires, but it views the proposed increase in personal xemptions as insufficient. To take into account the ffects of changing Canadian living standards on vital inimum income, it wants a periodic revision of the asic exemption. In addition, the CNTU cannot under- and the 51 per cent ceiling on taxes on personal in- ome. In its eyes, "It appears abnormal that a taxpayer rning $15,000, with two dependants under 16, would ave to pay $284 more if the White Paper is implement- l, whereas the man who earns $20,000 pays only $219 ore, and the man who earns $30,000 pays only $112 ore."

Moreover, "the CNTU believes in the need to re- range tax structures at the federal level, with the aim reducing the volume of indirect taxation that is clearly a more regressive nature." For example, "according the 1969 budget estimates, total sales taxes of ,572,000,000 would represent 15.4 per cent of the overnment's revenue. These taxes are of a regressive ature and hurt low-wage earners most." The CNTU, owever, deplores the fact "that many important issues scussed in the Carter Royal Commission on Taxation . G. 1967, p. 349), such as the administration of the x system in Canada, have been ignored in the White aper, and that the Government does not appear to ave any intention of tackling them."

Government's reply

eferring to the CNTU's attitude toward the No. 1 iority, Prime Minister Pierre Elliott Trudeau said: **f we have given priority to the fight against inflation, is not because we feel there are no other major prob- ms in our society, but because we realize that, if flation is not brought under control in Canada, the percussions will be disastrous, not only from a psycho- gical point of view, but also in terms of the general eace and progress of the country."** He added that, though this problem is of primary importance to the overnment, "we are not asking anyone to combat flation at the expense of his own interests; we are mply asking for co-operation at all levels of society."

he Prime Minister suggested that the real fear of the bour world—and with just cause—is that the Govern- ent will use the anti-inflationary fight to keep wage rners from obtaining their rightful share." He point- l out however, that, over the past 20 years, there has been a gradual transfer of resources; the profit portion of the national revenue has decreased by 25 per cent, whereas that of wages has increased by slightly more than 17. "It has never been the intention of our Government, or any other Government serving you during the last 20 years, to impede this transfer of resources. The commitments we have obtained from the provincial governments and professional associations will ensure that the fight against inflation is carried on, both at the government level and at the level of insurance, the professions and industry." And "while applying fiscal and monetary measures designed to throttle inflation throughout the country, we have also undertaken specific and effective measures for promoting employment and expansion in underdeveloped areas."

Chartrand Trudeau

Finance Minister Edgar Benson remarked that everyone seems to agree that inflation constitutes a serious problem, but opinions diverge on the question of how to combat it. **"The Government," he said, "has certain**

instruments at its command with which to act, in particular, monetary and fiscal policies that have a tremendous impact on the economy and that can ultimately affect every sector of economic life indiscriminately."

Regional Economic Expansion Minister Jean Marchand then spoke on that part of the brief dealing with regional development. "The policy we are pursuing in this area is relatively complex," he said, "and it would be difficult for it to produce results overnight. When you want to promote development, there is first the whole aspect of planning for the designated areas that should be done in conjunction with the provinces, and then industrial development proper, which we are trying to encourage by means of state grants. We are giving neither gifts nor charity to anyone."

The Department, continued Mr. Marchand, has received upward of 600 applications (for these grants), and to date, 131 have been accepted, a large number of them for Québec. If this is bad policy, I defy anyone to go and tell the workers so. In any case, I am not saying that this is the best policy—there are perhaps better ones, though I did not find any in your brief. I am saying that it is an effort, a way to promote industrial development in regions with low-growth rates. Besides which, you yourselves are calling for us to give more attention to these areas.

"I would like to add that the grants are not limited to private enterprise," said the Minister. "Under the terms of the Act, we could do the same thing in the public sector; and there is nothing to stop us from forming Crown corporations for industrial development. We feel, however, that we multiply our potential influence in the realm of development whenever we succeed, by a simple grant—of a minimal amount let's say—in generating maximum investment."

I think there is some truth to the statement in your brief that **the across-the-board application of anti-inflationary measures has an even more harmful effect on underdeveloped areas, but it is precisely these effects that we are trying to combat with our regional development policy of not giving money to those areas with inflation, but of giving amply to those areas where there is deflation and a lack of development."**

Labour Minister Bryce Mackasey noted the presence of Miss Huguette Plamondon amongst the CNTU delegation. "The presence of women in the field of industrial relations is of major importance," he said, "and it is imperative that women's rights be better protected by appropriate legislation." He indicated that his Department was in the process of introducing a number of major changes in Canadian labour laws, particularly with regard to working standards and industrial relations.

"I am always pleased," said the Minister, "to receive your criticisms, comments and recommendations, Mr. Pepin, as well as those of your officers. As far as matters of industrial relations go, this is the only way in which we can act and legislate in the real interests of the Canadian people."

Mr. Pepin's reply

In his reply to the Government, the CNTU President said that he wanted to make a new proposal that was not directly contained in the general brief. He called for the immediate abolition of the Prices and Incomes Commission and its replacement by a full-employment commission. And he again called for the establishment of the Canada Development Corporation.

Mr. Trudeau

Responded the Prime Minister: "The question is this: **if we do not fight inflation, if, due to the benefits, wages and earnings sought from industry, production costs continue to rise, we will no longer be able to compete with foreign products, even on the Canadian market; and if this occurs, there would be very considerable unemployment and an economic crisis that would effect not only the workers, but the entire population.** The government's position is that we fight inflation because it is a cause of unemployment and because, in addition, it inflicts considerable misery and difficulty upon all persons with fixed incomes."

The Prime Minister next called attention to a passage in the brief in which the CNTU asserted that nothing had really changed since his Government came to power. "A great deal of change has taken place in a number of fields" he said, and he went on to list some of these changes.

Mr. Pepin concluded by saying, "The statement that 'nothing has really changed' is perhaps to a certain extent a disagreeable one to have to make, but as you must realize, the changes that you mention scarcely affect the unemployed, as they are still without work, and the number of unemployed has been steadily rising in recent years; thus, as far as they are concerned, it certainly seems as if nothing has really changed."

mproving world living nd working conditions

ew standards designed to improve world living and orking conditions were set by the International Labour rganization at its 54th annual conference, held at Gen-a from June 3 to June 25.

he conference passed a resolution calling for ILO ction on trade union rights and their relationship to vil liberties. It adopted also a Convention and a ecommendation concerned with the fixing of minimum ages—a plan whereby persons earning unduly low comes in developing countries might be provided with ldditional security.

ne groups of wage earners to be covered would be etermined by competent authorities in each country, ter they had consulted with the representative orga-zation of employers and workers concerned. Among e factors to be considered in determining minimum ages would be the needs of workers and their families.

he conference adopted a new Convention concerning nnual holidays with pay. It would apply to all em-oyed persons with the exception of seafarers. Members n ratify it separately for agricultural workers alone, for non-agricultural workers, or for all categories. The onvention states that annual paid holidays shall not e less than three working weeks after one year of rvice.

Another Recommendation adopted by the conference concerned special youth schemes that meet the employment and training needs of unemployed and uneducated young people, and that also help those with special qualifications. The conference proposed protection for workers' representatives of trade unions from prejudicial acts, in particular, dismissal, based on their status or activities as workers' representatives, or on union membership or participation in any union activities.

The conference asked that priority be given to aid for developing countries through educational, training and information activities, and through co-operation with national safety and health organizations. The conference decided to use the $72,600 Nobel Peace Prize money, awarded to the ILO, to finance a periodic award to institutions or persons making an exceptional contribution to social progress.

Other resolutions passed called for: freedom of speech for non-governmental delegates at ILO meetings; additions to lists of occupational diseases; workers' education and the promotion of educational institutions in developing countries; co-ordination of current projects and experiments to avoid discriminatory practices in the

employment of older persons; a study of methods for continuous vocational training or re-training to adapt workers to technological changes, and an examination of the effects of certain pension schemes on employment for older workers.

The conference voted a $700,000 subsidy toward the $5,000,000 budget of the ILO's International Centre for Advanced Technical and Vocational Training at Turin, Italy, for 1971. Resolutions concerning violation of freedom of associations in Greece and the social problems raised by multi-national businesses, both of which were recommended by the resolutions committee, were not accepted by the conference because there was no quorum. A resolution concerning the examination by the ILO of the labour and trade union situation in Spain also failed to obtain the necessary majority in the resolutions committee and was not adopted by the conference. Resolutions that were not considered by the resolutions committee were those concerning: workers' use of spare time; living and working conditions of foreign workers; the request for the right of reply of representatives of member states attending the ILO Governing Body as observers; and trade preference and external aid for developing countries.

In its spring session before the conference opened, the Governing Body of the International Labour Office authorized the ILO to publish a safety and health code for building and civil engineering. The code supplements international standards dating from 1937, and covers many aspects of the modern construction industry. It is intended to give guidance to those—including public authorities and management—who are concerned with the framing of safety and health provisions. The Governing Body authorized the ILO to publish a Code of Practice for the construction of electric elevators, thereby replacing recommendations made in 1949. The updated code was compiled jointly by the ILO and the International Committee for Lift Regulations.

In accordance with the usual practice, the conference set up a tripartite committee to examine the application by member states of ILO Conventions and Recommendations. The main purpose of this committee is to see that the standards adopted by the conference since 1919 are implemented at the national level. The committee examined replies from 65 governments, together with comments made by an independent committee of experts concerning the difficulties of application.

Together with the Government concerned in each case the committee sought a satisfactory solution to the problems raised on such matters as the working conditions of children, labour inspection and forced labour. As a result of such discussions, between 50 and 100 cases of progress in national law and practice are noted each year. The committee welcomed the new procedure of direct contacts between ILO representatives and certain Governments, because these contacts helped to overcome difficulties. And it urged that new measures be taken to ensure greater participation by employers and workers in an effort to improve working and living conditions through better implementation of international labour standards. **Ratifications of ILO Conventions now total 3,668, including 54 ratifications registered during the 1970 conference session.**

Simeon Olujimi Koku, Permanent Secretary of the Nigerian Federal Ministry, was elected Chairman of the Governing Body of the International Labour Office at the conference for a one-year term. He succeeded Hector Gros Espiell of Uruguay. Gullmar Bergenström, Director of the Swedish Employers' Confederation, and Chairman of the Executive Committee of the International Organization of Employers, was re-elected Employers' Vice-Chairman of the Governing Body. Joseph Morris, Executive Vice-President of the Canadian Labour Congress, was re-elected Workers' Vice-Chairman. ILO Legal Adviser Francis Wolf was named Assistant Director-General.

Attended by more than 200 delegates, the conference was under the chairmanship of Hector Gros Espiell. Conference President was V. Manickavasagam, Minister of Labour for Malaysia. The other officers of the conference were: I. Pacuraru, Deputy Minister of Labour for Rumania, Government Vice-President; Frank Bannerman-Menson, Chief Executive of the Ghana Employers' Association, and a member of the ILO Governing Body, Employers' Vice-President; and Gabriel Fogam, General Secretary of the West Cameroon Trade Union Congress, and member of the ILO Governing Body, Workers' Vice-President.

Price indexes

onsumer, June

he consumer price index rose 0.2 per cent to 129.9 June from 129.6 in May, and was 3.2 per cent higher an in June 1969—the lowest rate of increase for any onsecutive 12 months since the Spring of 1967.

he food index rose 0.5 per cent to 130.9 from 130.3. ainly because of higher prices for vegetables and uits. Increases of 10 per cent or more were recorded r potatoes, tomatoes, celery, turnips and grapefruit. mong staple goods, sugar and ground coffee prices ere higher. There was a slight decline in the price of stant coffee. It has risen only 3.3 per cent in the past ear, compared with an increase of 14.8 per cent in e price of ground coffee. In the meat, fish and poultry mponent, prices were lower for most pork items and r turkey. Chicken prices rose 2.1 per cent. The price beef increased by 1.2 per cent, but it was still 5.3 er cent lower than a year ago. Egg prices continued decline fractionally. The food index for June was 2.4 er cent higher than a year ago, with the price level food consumed at home up 1.3 per cent, and restau- nt meat prices up 7.3 per cent, over the twelve-month eriod.

he housing index rose 0.2 per cent to 130.7 from 130.4 nd was 4.8 per cent higher than in June 1969. Higher nts, mainly in Montreal, contributed to most of the 3 per cent increase in the shelter component. The me-ownership index moved up 0.1 per cent. In the ousehold operation component, which rose 0.3 per cent, e most important increases were in the prices of furni- re, electricity and utensils. Appliance prices decreased 2 per cent to a level of 1.1 per cent below the same onth a year ago.

he clothing index moved up 0.1 per cent to 126.9 from 26.8, and was 1.6 per cent above the level of a year go. A decline of 0.5 per cent in the price of women's ear was offset by increases of 0.6 per cent in the prices men's wear and clothing services, and smaller in- eases for footwear and children's wear.

The transportation index rose 0.2 per cent to 125.1 from 124.8 and was 3.7 per cent higher than a year earlier. As a result of seasonal increases in rail and bus fares, the travel element advanced 3.1 per cent. The health and personal care index was unchanged at 139.8, and was 4.2 per cent above the level of a year ago. The recreation and reading index rose 0.2 per cent to 130.3 from 130.1. Higher newspaper subscription rates in Vancouver raised the reading component 1.1 per cent. Lower prices for radio and television sets outweighed some high prices for sports equipment and were responsible for the decline of 0.3 per cent in the recreation component. The tobacco and alcohol index, at 126.5, was unchanged, and was 0.6 per cent higher than in June a year ago.

City consumer, June

The consumer price index (1961 = 100) increased in all ten regional cities and city combinations, with increases ranging from 0.1 per cent in Halifax to 0.8 per cent in Ottawa. Higher prices for fresh produce and increased shelter costs, were mainly responsible for the increase in food and housing indexes in eight cities.

Clothing components moved up in six cities and declined in four. The transportation index rose in most cities reflecting seasonally higher rail fares and increased inter-city bus fares in several centres. Components for health and personal care and for recreation and reading registered mixed movements; tobacco and alcohol indexes remained unchanged in all cities except Halifax where there was a decline of 0.2 per cent.

Regional consumer price index point changes between May and June were: Ottawa +.8 to 128.4; Montreal +.5 to 125.0; Saint John +.4 to 124.1; Edmonton-Calgary +.4 to 125.2; St. John's +.3 to 122.2; Vancouver +.3 to 123.8; Toronto +.2 to 127.8; Winnipeg +.2 to 127.6; Saskatoon-Regina +.2 to 122.5; Halifax +.1 to 125.3.

Wholesale, June

The general wholesale index (1935-39 = 100) moved down 0.7 per cent in June to 286.2 from the May index of 288.2, and was 0.5 per cent higher than the June 1969 index of 284.7. Five of the eight major group indexes were lower, and three advanced.

The non-ferrous metals products group indexes declined 2.7 per cent to 281.0 from 288.9, reflecting lower prices for refined copper (export sales), silver, and tin. A decline of 1.3 per cent to 325.5 from 329.8 in the animal

products group index reflected price decreases for livestock, fresh meats and eggs. The vegetable products group index declined 0.9 per cent to 237.2 from 239.3 on lower prices for grains, livestock and poultry feeds, fresh fruits, and tea, coffee and cocoa. There were slight decreases in the indexes of iron products to 306.2 from 307.0, and textile products to 257.3 from 257.7.

The chemical products group index increased 0.4 per cent to 225.3 from 224.5 on higher prices for soaps and detergents. The wood products group index advanced slightly to 378.1 from 377.5, with higher prices for lumber offsetting declines in newsprint and wood pulp which were affected by movements in the exchange rate for U.S. dollars. Non-metallic minerals increased slightly.

Farm products prices

The index of Canadian farm products at terminal markets (1935-39 = 100) declined 1.6 per cent to 274.4 from 278.9 in the three-week period May 29—June 19. The animal products index declined 2.5 per cent to 352.6 from 361.7. The field products index was unchanged at 196.1.

U.S. consumer, June

The United States consumer price index (1957-59 = 100), increased 0.4 per cent to 135.2, both before and after adjustment for normal seasonal changes. This compares with an average of 0.5 per cent, seasonally adjusted, in the February-May period. The index is 6 per cent higher than in June a year ago, with the largest increase being in various services.

Items such as mortgage interest rates, property taxes and property insurance, showed a much smaller increase than usual; other services such as transportation and medical care continued to rise.

Food prices rose 0.2 per cent but the rise is usually much greater than that in June. As a result the seasonally adjusted food price index declined for the first time in two years. Among items that rose noticeably in June were used cars, apparel and the cost of buying a house.

Based on the June index, about 114,000 workers will receive upward "cost of living" adjustments in their wages.

British retail, April

The British index of retail prices (January 16 1962 = 100) was 139.1 at April 21 compared with 137.6 at March 17 and 131.7 at April 22, 1969.

The index for items of food whose prices show significant seasonal variations—home-killed lamb, fresh and smoked fish, eggs, fresh vegetables and fresh fruit—was 157.2; for all other items of food it was 136.7. A large advance in the average price of potatoes, and smaller increases in the average prices of bread, lamb, beef, sweets and chocolate, tomatoes and some other vegetables and apples, were partly offset by a decrease in the average price of cauliflower. The index for the food group as a whole was 140.1 compared with 137.6 in March. The index for foods, the prices of which show significant seasonal variations was 157.2 compared with 147.7 in March.

In the housing group there were rises in the average levels of rents of local authority dwellings, of rates and water charges in England and Wales, and of charges for repairs and maintenance of dwellings. The index for the housing group as a whole was 157.9 compared with 152.2 in March.

There were rises in the average levels of prices of most articles of clothing and footwear and the index for the group taken as a whole increased to 122.5, compared with 121.7. As a result of increases in the average levels of prices of most items included in the durable household goods group, the group index rose to 124.8 compared with 122.7.

As a result of an increase in the average level of prices of second-hand cars, the index for the transport and vehicles group as a whole rose to 128.9 compared with 127.5.

Because of increases in the prices of many newspapers including national daily papers, and of many other items included in the miscellaneous goods group, the index for the group as a whole advanced to 141.4, compared with 137.7.

There were increases in the average levels of charges for services such as dry cleaning, laundering, hairdressing and shoe repairing, and the index for the services group as a whole rose to 150.8, compared with 149.5.

Spare time activities—a key to retraining

The spare time activities of older individuals can be relevant to their success or failure on a training course, according to a report by R. D. Mottram, Head of Management Research at the Industrial Training Research Unit of University College (London), Cambridge, England. Mr. Mottram's report points out that the difficulty experienced by older trainees is often expressed in terms of the mind becoming "rusty through lack of use." This explanation is less accurate, however, than the concept of "behavioural load." This is described as "a combination of the difficulty and complexity of the information presented in relation to constraints on the behavioural output, and to the behavioural capacities of the individual."

The report explains that the usual training situation tends to increase the individual's behavioural load by presenting him with new, difficult and complex information. With age and experience, the older worker has acquired a stock of ready-made responses to situations. He can rely more on recognizing familiar situations and groupings of information. One of the temptations of aging is that the older person may try to avoid new situations where he may need to process new and complex information. The younger person still bears a heavier behavioural load. He is more involved in acquiring and processing experience, and in building up his repertoire of recognition patterns and ready-made responses.

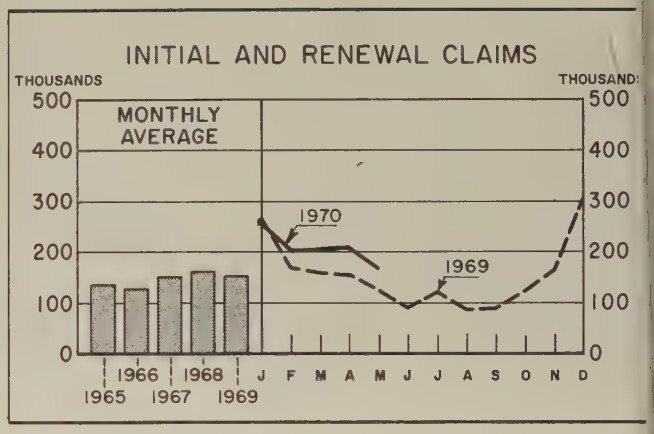
The objective of the study described by Mr. Mottram was to see if training performance could be predicted according to the following hypotheses: that the predictive validity of intelligence tests and biographical data differs between older and younger trainees; that a classification of an individual's spare time interests into those requiring active mental participation and those of more passive character will predict trainability for older, but not younger trainees; that this classification will be independent of intelligence for older trainees at least; and that the relationship between spare time interests and training performance will be modified by the nature of the trainee's occupational history.

The exploratory study included three different groups of trainees: government training centre trainees, aged 30 to 54, who were engaged in different trade courses; technical college trainees, including apprentices and older men; and college of education teacher trainees. Training performance was indicated by a simple classification of success or failure. In the case of the technical college and college of education courses, classification was made by dividing the trainees into above- and below-median examination result categories. **Among the older trade trainees at the government training centre, 61 per cent of those with active spare time interests were successful, while only 12.5 per cent of those with passive interests succeeded.**

According to the report, what the younger trainees do in their spare time does not yet affect their trainability; for the older trainees, neither their educational nor occupational history have required them to exercise their faculties sufficiently to maintain their capacity to deal with new and complex information. In their case, what use they had made of their spare time was relevant to their trainability. The results among the technical college and college of education trainees indicated further confirmation of the ideas presented on age and capacity to learn, and were in line with the hypotheses presented.

Mr. Mottram concludes by quoting Dr. R. Meredith Belbin, Director of the Industrial Training Research Unit and Dr. Belbin's wife, Dr. Eunice Belbin, who summed up the situation as follows: **"The man who is aging in the psychological sense is becoming less perceptive of his environment, and more involved in his internal world and with his own preconceptions and fixed attitudes. He falls back on what he already knows, and shuns what is new, and is therefore unlikely to be a potentially good trainee.** It would seem that, depending on the individual's occupational history, this condition can be usefully diagnosed by a study of the individual's voluntary spare time activities. Such a diagnosis appears to be a good predictor of his success in a training school."

Unemployment insurance report



Claims filed in Canada during May 1970 totalled 166,418, a decrease of 42,444 or 20 per cent from April 1970 but an increase of 41,077 or 33 per cent over May of last year. The decrease in claims in May from April can be attributed to seasonal increases in employment opportunities whereas the increase in the number of claims in May compared to the same month of last year is a result of the generally higher levels of unemployment this year.

Compared with April, claims decreased in all provinces except British Columbia where initial and renewal claims increased 26 per cent and 16 per cent respectively. Decreases in total claims filed exceeded 40 per cent in Prince Edward Island, Nova Scotia, New Brunswick and Saskatchewan. Compared with the same month one year ago the total number of claims was higher in all provinces except those in the Atlantic region where decreases of 1 per cent to 16 per cent occurred. Of special note are the large increases of 154 per cent and 173 per cent respectively in initial and renewal claims in British Columbia over the same month of last year.

Claimants for unemployment insurance totalled 505,411 at the end of May 1970, a decrease of 27 per cent over the previous month but an increase of 66 per cent over May of last year. Compared with the end of April the total number of claimants decreased in all provinces by 4 per cent to 67 per cent. Decreases in the male claimant count were relatively greater than the equivalent female decreases in all provinces excepting British Columbia where the male claimant count increased by 5 per cent while the female count decreased by 23 per cent.

Compared with May 30 of last year the number of claimants this year was greater in all provinces by a minimum of 19 per cent. The most notable increases occurred in Alberta and British Columbia where male claimant counts were 130 per cent and 179 per cent higher than last year. On May 29, 1970 the proportion of claimants receiving benefit for 27 weeks or more was nearly twice the proportion indicated at the end of the same month last year. In each of the Atlantic provinces, Québec, Ontario and Saskatchewan, 45 per cent or more of the claimant population was on claim at least 14 weeks at the end of May.

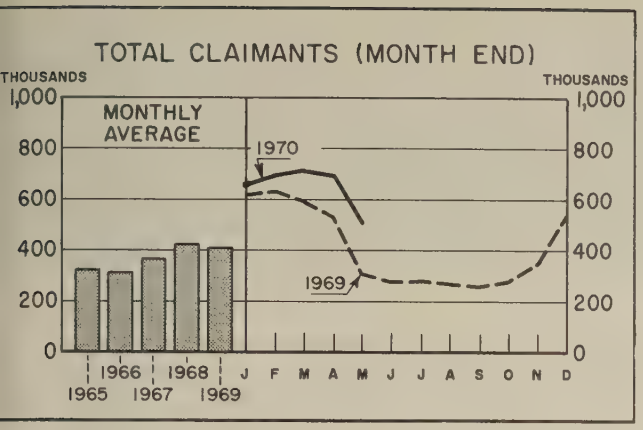
The average weekly estimate of beneficiaries was 529,600 during May, 6 per cent greater than the 513,100 beneficiary estimate of April and 25 per cent greater than the 423,400 beneficiary estimate of May 1969. For these three dates respectively, benefit payments totalled $74,400,000, $81,000,000 and $52,800,000; average benefit payments were $35.13, $35.08, and $31.20, respectively.

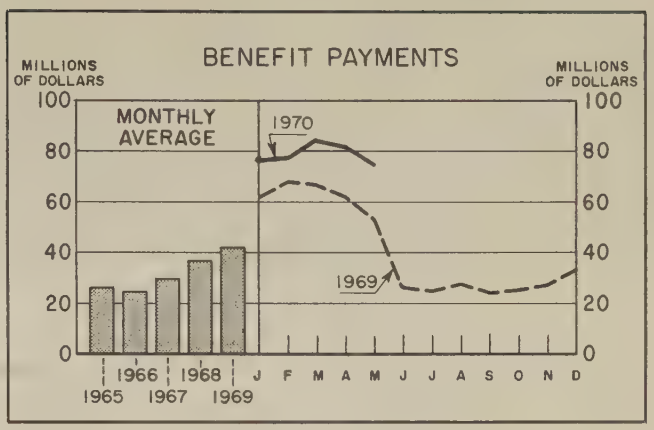
Seasonal benefits

Of the initial claims processed during the December 1969-May 1970 period, 43 per cent were considered for seasonal benefit. Although there was relatively higher unemployment during this seasonal benefit period than the one of last year, there was no significant change in this proportion over the two periods. The proportion was the highest in the Atlantic region where it exceeded 50 per cent in each province.

Higher levels of unemployment this year were reflected in the 6 per cent increase in number of seasonal benefit periods established as compared with last year. This increase resulted from a 7 per cent increase in non-fishing claims. Fishing claims, which accounted for 7 per cent of all claims, decreased by 5 per cent compared with the 1968-69 seasonal benefit period.

As a result of seasonal factors that limit employment, the heaviest volume of claims occurred in December and January. A secondary peak can be noted in April





Summary Table

Activity	May 1970	April 1970	May 1969	Cumulative Data: Jan. to May 1970	Cumulative Data: 12 months ending May 1970
		(in thousands)			
Insured population at end of month	—	5,719	5,414	—	—
Initial and renewal claims filed:					
Total	166†	209	125†	1,045	2,025
Initial	126†	158	96†	796	1,519
Renewal	41†	51	30†	249	506
Claimants currently reporting to local offices	505**	691	305**	651*	459*
Beneficiaries (weekly average)	530	513	423	534*	332*
Weeks compensated	2,118	2,309	1,694	11,197	17,020
Benefit paid	$74,396	$81,008	$52,849	$378,556	$582,735
Average weekly benefit	$35.13	$35.08	$31.20	$33.81	$34.24

† Monthly average.
** Discrepancy between totals and subtotals due to rounding.
* Seasonal benefit is not payable in respect of unemployment occurring after mid-May, hence in total, April and May are not comparable.

hat might be attributed to the exhausting of regular enefit periods established earlier in the winter and onsequent establishment of Type B seasonal benefit. Claims established in the months of December, January nd April accounted for 61 per cent of all claims estab- shed.

The average number of seasonal benefit claimants for he period was 155,700 an increase of 7 per cent over he average of 136,100 for the 1968-69 seasonal benefit eriod. At the end of March 1970 the number of seasonal enefit claimants reached a high of 194,400. Of this total 9 per cent were female and 10 per cent were classified s fishing claimants.

As in the 1968-69 period, nearly 24 per cent of the reporting claimants were classified as seasonal during the 1969-70 period. As might be expected, the proposition of seasonal claimants compared with all claimants rose with each succeeding month of the benefit period; at the end of April, not less than 20 per cent of the claimants in each province were classified as seasonal. Ninety-five per cent of all fishing claimants in the present benefit period were reported from the Atlantic provinces and British Columbia. In these provinces fishing claimants accounted for 30 per cent of the total claimant population during the benefit period.

Legal decisions

On the grounds that damages are an adequate remedy, a judge of the B.C. Supreme Court has refused to grant an interim injunction, and has urged a speedy and definitive settlement of such cases by trial. In Ontario, the Court of Appeal has ruled that, after giving notice of its intent, an arbitration board may resort to research material outside of that supplied by the parties to the arbitration.

British Columbia Supreme Court

Before Mr. Justice Kirke Smith, a company applied for an interlocutory injunction against a union that represented a large majority of its employees who were on legal strike. There had been picketing at the company's plant, but the company had alleged that only one incident, involving intimidation of non-striking employees, had occurred several weeks before the company applied for the injunction. Mr. Justice Smith stated that the evidence by no means established "the strong prima facie case required of an applicant for a form of relief that, despite its frequent invocation by both employers and employees in recent times, remains, and should remain, an extraordinary remedy."

Dealing with the remaining complaints of the company, Mr. Justice Smith found that intermittent picketing on the premises of a trucking firm whose services were used in the distribution of the company's products was legitimate, because these premises had become a place of company operations within the meaning of the B.C. Trade-unions Act. He saw no clear reason for enjoining unlawful persuasion of retail outlets that normally sold the company's products, because there was no threat that these acts would be repreated. In one instance, the retail outlet was receiving the products on a consignment basis, and so was an agent of the company; persuasion in this case was completely legal.

As for evidence of sabotage and damage at and around the company's plant, Mr. Justice Smith accepted the assurance of the union's officials that the union netiher encouraged nor condoned such acts, and that steps were being taken to ensure against "childish behaviour." He said that individual irresponsibility should not, in such circumstances, be made the object of a mass injunction; in the absence of clear collective responsibility, he refused to grant an injunction.

Concerning a company complaint that its management and supervisory personnel were being persistently followed, the only evidence was that such personnel driving rented trucks loaded with goods at the company's plant were being followed. There was neither picketing nor obstruction of these vehicles. Mr. Justice Smith did not consider it illegal for legally striking employees, in circumstances such as these, to peacefully and in an open manner obtain information about the destination of their struck employer's inventory.

On the merits of these complaints, Mr. Justice Smith was inclined to dismiss the application for an injunction. This he did, but on the much broader and all-embracing grounds that damages would be a reasonable and adequate remedy for the company.

"I fully realize," he said, "that I am here treading upon dangerous and comparatively virgin ground; I confess to being unrepentently unimpressed by precedents drawn from decisions based on the completely different social and economic conditions that prevailed a century, or even a half century, ago. Today the average union, in conjunction with its senior officiers, who are usually joined as defendants in actions such as this, has financial resources reasonably comparable to those of its adversaries, at least on a short-term basis. There is no reason why the majority of lawsuits such as this one, given a judicial spur toward speedy trial, cannot be brought to trial within a comparatively few weeks.

"The result of granting, in anything but the clearest possible case, the interim injunction inevitably sought is to give to the applicant, be it union or company, the main relief sought in the action on a necessarily ad hoc basis and, in the majority of cases in which that relief is sought, to effectively guarantee that there will never be a trial of the issues and a clear-cut disposal of those issues after a full and comprehensive hearing."

Therefore, when the "irreparable damage" claimed by a plaintiff is reasonably ascertainable in dollars, when the dollar total is not astronomical, and when a trial can be, and should be, expedited, Mr. Justice Smith would insist that there be a trial. In the case at bar, the company's inventory was not perishable and was worth about $75,000. If the union's strike tactics were successful, this inventory might not be moved before a trial, which could reasonably be scheduled to commence in four months time. Mr. Justice Smith was of the opinion that the computation of damages flowing from four months delay would be less demanding than that normally faced by any judge in a personal injury case.

"I do not wish to be understood as encouraging outright illegality or defiance of the law by picketing unions," he added. "In cases of clear violation, of obvious flouting of known and unambiguous legislative restraints, the interim injunction will remain the remedy available to those who seek it. I say only that, in labour matters in particular, when the wrong alleged by the plaintiff is a question of some doubt, not crystal-clear, and when the other factors that I have mentioned come into play, an early trial will result in a much speedier and more definitive disposition of the matters in issue." The application for an injunction in this case was dismissed. **Skyway Luggage Company v. Upholsterers International Union, Local No. 1, et al.,** decided May 26, 1970, (unreported).

Ontario Court of Appeal

On appeal, the trustees of the Ottawa Civic Hospital sought an order by way of certiorari to quash the award of an arbitration board between the trustees and a local of the Canadian Union of Public Employees. The trustees claimed that the board had failed to afford natural justice. The question was whether or not the board was obliged to give to the parties to the arbitration notice of its intention to use material researched by itself and not derived directly from the parties, and to afford them an opportunity to argue with respect to this material and submit further material.

The judge before whom this case first appeared found that the affidavits regarding what actually happened before the board were in conflict, and he decided that a court should act only on uncontradicted evidence. Disagreeing with this, the Court of Appeal held that, in the absence of unequivocal proof that there had been a failure of natural justice, there was sufficient ground for refusing the trustees' application for certiorari.

Concerning the essential point for consideration, however, the Court of Appeal found that there was no conflict in the affidavit evidence. On the union's behalf, it was stated that, at the close of the arbitration hearing, the chairman of the arbitration board had indicated that the board intended to review and study any further statistical material that would assist it in reaching a decision. The trustees' affidavit did not deny this; moreover, it did not appear that any objection was made by the trustees when the board made its intention known, or that any request was made either for information about what the material might be or for an opportunity to re-appear before the board with respect to the further material. Given these circumstances, the Court of Appeal held that the trustees could not complain that the procedure adopted by the board demonstrated failure to afford natural justice.

As additional ground for refusing to grant the trustees' application for certiorari, the Court of Appeal pointed out that the further material resorted to by the board was from publicly known government sources that supplemented the material supplied by the parties to the board. The board had complained about the fragmentary nature of the material submitted by the parties so, in the Court of Appeal's view, it was natural that the board should look to such further material, just as regular courts of law take judicial notice of well-known public information.

The Ontario Hospital Labour Disputes Arbitration Act, under which the board in this case was created, provides that a board of arbitration remains seized of, and empowered to deal with, all maters in dispute between the parties until a collective agreement is in effect. The Court of Appeal therefore noted that the trustees might have made some kind of request to the board before applying to the courts for the extraordinary remedy of certiorari. In this way, the courts would be assured that the trustees' request had been refused and, if there was real ground for complaint, that resort to the courts was necessary.

The Ontario Court of Appeal found that there had been no failure of natural justice, and it dismissed the application for an order to quash the arbitration award. **The Trustees of the Ottawa Civic Hospital v. the Canadian Union of Public Employees, Local 576 et al.,** decided March 2, 1970, 70 CLLC, para. 14,021.

Conciliation before the minister of labour

During July, the Minister of Labour appointed conciliation officers to deal with the following disputes:

McKinlay Transport Limited, Windsor, Ont., and Teamsters, Chauffeurs, Warehousemen and Helpers of America, Local 880 (Conciliation Officer: K. Hulse).

Eldorado Nuclear Limited, Port Hope, Ont., and International Union of District 50, Allied and Technical Workers of the United States and Canada (Conciliation Officer: K. Hulse).

McKinlay Transport Limited, Milton, Ont., and General Truck Drivers Union, Local 938 (Conciliation Officer: K. Hulse).

Rio Algom Mines Limited (Nordic Mine and Quirke Mine-Office and Technical Workers) Elliot Lake, Ont., and United Steelworkers of America (Conciliation Officer: T. B. McRae).

Rio Algom Mines Limited (Nordic Mine and Quirke Mine) Elliot Lake, Ont., and the International Union of Operating Engineers, Local 796 (Conciliation Officer: T. B. McRae).

Hull City Transport Limited, and Hull Metropolitan Transport Limited, and Amalgamated Transit Union, Division 591 (Conciliation Officer: G. R. Doucet).

Settlements by conciliation officers

J. B. Baillargeon Express Limited, Montreal, Qué., and Cartage and Miscellaneous Employees' Union, Local 931 (Conciliation Officer: G. R. Doucet) (L. G., Sept., p. 659).

Montreal City and District Savings Bank, and the Syndicate of Employees of the Montreal City and District Savings Bank (Conciliation Officer: G. R. Doucet) (L. G ., Sept., p. 659).

Inspiration Limited (Mining Services Division) Edmonton, Alta., and United Steelworkers of America, Local 7288 (Conciliation Officer: D. H. Cameron) (L. G., Aug., p. 584).

The Upper Ottawa Improvement Company, Ottawa, Ont., and International Woodworkers of America (Conciliation Officer: K. Hulse) (L. G., Aug., p. 584).

B. C. Air Lines Limited (Pilots), Vancouver International Airport, and Canadian Brotherhood of Railway, Transport and General Workers (Conciliation Officer: D. H. Cameron) (L. G., Aug., p. 584).

B. C. Air Lines Limited (Air Engineers, Mechanics and Allied Trades) Vancouver International Airport, and Canadian Brotherhood of Railway, Transport and General Workers (Conciliation Officer: D. H. Cameron) (L. G., July, p. 504).

The Shipping Federation of Canada, Inc., Port of Halifax, and International Longshoremen's Association, Local 1341 (Conciliation Officer: C. A. Odgen) (L. G., July, p. 504).

Robin Hood Flour Mills Limited, Montreal, Qué., and le Syndicat National des Employés de Robin Hood Flour Mills Limited (CSN) (Conciliation Officer: S. T. Payne) (L. G., July, p. 504).

Les Minoteries Phenix Limitée, Montreal, Qué., and le Syndicat National des Employés des Minoteries Phenix (CSN) (Conciliation Officer: S. T. Payne) (L. G., July, p. 504).

Ogilvie Flour Mills Co. Limited, Montreal, Qué., and le Syndicat National des Employés de Ogilvie Flour Mills Co. Limited (CSN) (Conciliation Officer: S. T. Payne) (L. G., July, p. 504).

Les Moulins Maple Leaf Ltée., Montreal, Qué., and le Syndicat National de la Meunerie Maple Leaf Limitée (CSN) (Conciliation Officer: S. T. Payne) (L. G., July, p. 504).

Canadian Coachways (Alberta) Ltd., Calgary, Alta., and Amalgamated Transit Union, Division 1374 (Conciliation Officer: D. H. Cameron) (L. G., July, p. 505).

The Shipping Federation of Canada, Inc., Port of Saint John, and International Longshoremen's Association, Local 1764 (Conciliation Officer: C. A. Ogden) (L. G., June, p. 438).

Imperial Roadways Limited, Winnipeg, Man., and General Drivers, Warehousemen and Helpers, Local 979 (Conciliation Officer: A. E. Koppel) (L. G., May, p. 369).

National Harbours Board, Port of Montreal and National Syndicate of Office Employees of the Port of Montreal (CNTU) (Conciliation Officer: S. T. Payne) (L. G., April, p. 310).

Conciliation boards appointed

National Feeds Limited, Abbotsford, B.C., and Retail, Wholesale and Department Store Union, Local 470 (L. G., Aug., p. 584).

Buffalo and Fort Erie Public Bridge Authority, and General Truck Drivers' Union, Local 879 (L. G., Aug., p. 584).

C. P. Rail (Atlantic, Eastern, Prairie and Pacific Regions, including Québec Central Railway) and Brotherhood of Locomotive Engineers.

Canadian National Railways (Atlantic, St. Lawrence and Great Lakes, Prairie and Mountain Regions) and Brotherhood of Locomotive Engineers.

Hunt Transport Ltd., Burnaby, B.C., and General Truck Drivers and Helpers Union, Local 31 (L. G., Aug., p. 584).

Eldorado Nuclear Limited, Port Hope, Ont., and International Union of District 50, Allied and Technical Workers of the United States and Canada, Local 13173 (see above)

Conciliation boards fully constituted

The Board of Conciliation and Investigation established in June to deal with a dispute between McAllister Towing Ltd., Montreal, Qué., and Canadian Marine Officers' Union (representing Captains and Engineers) (L. G., Sept., p. 660) was fully constituted in July with the appointment of A. C. Dennis, Lakefield, Ont., as chairman. Mr. Dennis was appointed by the Minister in the absence of a joint recommendation from the other two members of the Board, company nominee Leo Bouvier and union nominee Victor McManiman, both of Montreal.

The Board of Conciliation and Investigation established in June to deal with a dispute between Canadian National Hotels Limited (Chateau Laurier Hotel) Ottawa, Ont., and Canadian Brotherhood of Railway, Transport and General Workers (L. G., Sept., p. 660) was fully constituted in July with the appointment of Thomas C. O'Connor, Toronto, as chairman. Mr. O'Connor was appointed by the Minister in the absence of a joint recommendation from the other two members of the Board, company nominee Robert H. McKercher, Q.C., Saskatoon, and union nominee Gordon McCaffrey, Ottawa.

The Board of Conciliation and Investigation established in June to deal with a dispute between Canadian Broadcasting Corporation and Canadian Wire Service Guild, Local 213 (L. G., Sept., p. 660) was fully constituted in July with the appointment of Thomas C. O'Connor, Toronto, as chairman. Mr. O'Connor was appointed by the Minister in the absence of a joint recommendation from the other two members of the Board, company nominee H. McD. Sparks, Hampstead, Qué., and union nominee Murray Cotterill, Winnipeg.

The Board of Conciliation and Investigation established in May to deal with a dispute between Sabena Belgian World Airlines (traffic agents, cargo agents and warehousemen, Montreal, Qué.) and Transport Workers Union of America, AFL-CIO, Air Transport Local 504 (L. G., Aug., p. 585) was fully constituted in July with the appointment of J. C. Pelech, Hamilton, as chairman. Mr. Pelech was appointed by the Minister in the absence of a joint recommendation from the other two members of the Board, company nominee André Belisle and union nominee J. C. Weldon, both of Montreal.

The Board of Conciliation and Investigation established in April to deal with a dispute between Québec North Shore and Labrador Railway Company, Sept-Iles, Qué. (dispatchers and crew clerks) and United Transportation Union (L. G., July, p. 506) was fully constituted in July with the appointment of Jacques St. Laurent, Québec City, as chairman. Mr. St. Laurent was appointed by the Minister in the absence of a joint recommendation from the other two members of the Board, company nominee Pierre Dessaulles, Montreal, and union nominee F. M. Sheahan, St. Lambert, Qué.

Conciliation board reports received

National Harbours Board, Montreal Harbour, and National Harbours Board Police Brotherhood (L. G., July, p. 506) (Full text appears in Supplement No. 6, 1970).

La Cie Transol Inc., Québec City, and Local 1141, Canadian Union of Public Employees (L. G., Aug., p. 586) (Full text appears in Supplement No. 5, 1970).

Settlements reached before conciliation boards

West Line Ltd., Vancouver, B.C., and Seafarers' International Union of Canada (L. G., July, p. 506).

Eastern Transport Limited, Truro, N.S., and Canadian Brotherhood of Railway, Transport and General Workers, Local 505 (L. G., Aug., p. 586).

Central Mortgage and Housing Corporation (St. Georges Gardens Apartments) Pointe-aux-Trembles, Qué., and le Syndicat National des Employés de la SCHL (CSN) (L. G., Aug., p. 585).

Settlement reached before board fully constituted

Les Services Ménagers Roy Ltée., Montreal, Qué., and le Syndicat général du cinéma et de la télévision (CSN) (L. G., June, p. 439).

Settlements reached after board procedure

TransAir Limited, Winnipeg International Airport, and Canadian Air Line Flight Attendants' Association (L. G., Sept., p. 660).

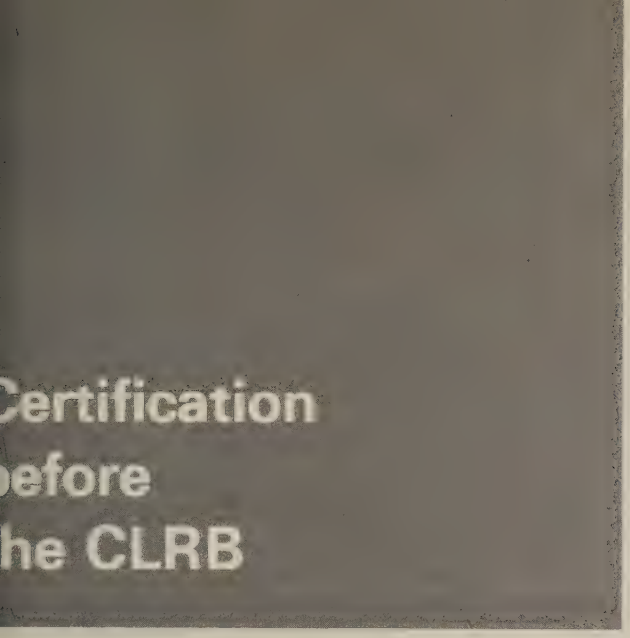
Canadian Pacific Railway Company (British Columbia Coast Steamship Service), Vancouver, and Seafarers' International Union of Canada (L. G., Aug., p. 586).

Canadian National Steamship Company Limited—S.S. "Prince George," Vancouver, and Canadian Merchant Service Guild (L. G., Aug., p. 586).

Strike action

Albert G. Baker Limited; Eastern Canada Stevedoring Division of Warnock Hersey International Limited; Clarke Steamship Company Limited; Terminus Maritime Inc.; Capitaine H. Turbis Enrg., Port of Montreal, and International Longshoremen's Association, Local 1958 (Strike commenced July 2) (L. G., Sept., p. 660).

Active Cartage Ltd. (Toronto and Fort Erie Terminals) and General Truck Drivers' Union, Local 879; General Truck Drivers' Union, Local 938 (Strike commenced July 13 and terminated July 27) (L. G., Sept., p. 660).



he Canada Labour Relations Board met for three days uring July. It granted 10 applications for certification, jected three such applications and ordered a represen- tion vote in revocation proceedings. It allowed the ithdrawal of five applications for certification, granted ie request for review of an earlier decision, and one pplication for revocation. During the month the Board ceived seven applications for certification and eight quests for review of earlier decisions.

pplication for certification granted

anadian Brotherhood of Railway, Transport and Gen- al Workers on behalf of a unit of employees of K.N.R. ruck Lines Ltd., Vancouver, B.C., working in and out Vancouver-Burnaby, B.C. area. (L. G., July, p. 507). he General Truck Drivers and Helpers Union, Local , International Brotherhood of Teamsters, Chauffeurs, Varehousemen and Helpers of America had intervened.

nited Steelworkers of America on behalf of a unit of nployees of Agnew Lake Mines Limited, Espanola, nt. (L. G., Aug., p. 583).

malgamated Transit Union, Division 107, on behalf a unit of employees of Charterways Co. Limited, lississauga Transit System, Mississauga, Ont. (L. G., ug., p. 583).

ransportation-Communication Division, Brotherhood Railway, Airline and Steamship Clerks, Freight andlers, Express and Station Employees, on behalf of unit of employees of Canadian Pacific Air Lines, imited, Vancouver, B.C. (L. G., Aug., p. 583).

International Union of Operating Engineers, Local 115, on behalf of a unit of employees of E.G.M. Cape & Company Ltd., Vancouver, B.C., employed in the Yukon Territory (L. G., Aug., p. 583).

Canadian Brotherhood of Railway, Transport and General Workers, on behalf of a unit of employees of K & R Transport Ltd., Edmonton, Alta. (L. G., Aug., p. 583).

Canadian Brotherhood of Railway, Transport and General Workers, on behalf of a unit of employees of Hunt Transport Ltd., Burnaby, B.C., employed at the Burnaby, B.C. terminal (L. G., Aug., p. 583).

Canadian Brotherhood of Railway, Transport and General Workers, on behalf of a unit of employees of Hunt Transport Ltd., Burnaby, B.C., employed at Edmonton and Calgary (L. G., Aug., p. 583).

Syndicat des Journalistes de Montréal Inc. (CSN), on behalf of a unit of employees of Radio Laurentides Inc. Saint-Jérôme, Qué. (CKJL) (L. G., Sept., p. 658).

Chauffeurs, Teamsters and Helpers, Local 395, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of Harvie Wilkening, operating under the name of Harv Wilkening Transport, Regina, Sask. (L. G., Sept., p. 658).

Applications for certification rejected

Local 662, Hotel and Restaurant Employees' and Bartenders' International Union, applicant, Canadian Forces Exchange System (C.F.E.S. Canex), Halifax, N.S., respondent (employees Main Cafeteria, H.M.C. Dockyard, Halifax), and the Attorney General of Canada, on behalf of Her Majesty the Queen in Right of Canada, intervener, (L. G., June, p. 442).

Local 662, Hotel and Restaurant Employees' and Bartenders' International Union, applicant, Canadian Forces Exchange System (C.F.E.S. Canex), Halifax, N.S., respondent (employees, Marcom and Dockyard Management Coffee Shops), and the Attorney General of Canada, on behalf of Her Majesty the Queen in Right of Canada, intervener (L. G., Sept., p. 658).

General Truck Drivers and Helpers Union, Local 31, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicant, K.N.R. Truck Lines Ltd., Vancouver, B.C., respondent, George A. Vold, et al., interveners, and Canadian Brotherhood of Railway, Transport and General Workers, intervener. The application was rejected because it was not supported by a majority of the employees affected in a representation vote conducted by the Board (L. G., June, p. 442).

Applications for certification withdrawn

General Truck Drivers' Union, Local 938, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicant, and Persadrive Transportation Services Ltd., Whitby, Ont., respondent (L. G., Aug., p. 583).

Tunnel and Rock Workers' Union, Local 168, Labourers' International Union of North America, applicant, Haste Mines Ltd., Vancouver, B.C., respondent (employees in Northwest Territories), (L. G., Sept., p. 658).

Tunnel and Rock Workers' Union, Local 168, Labourers' International Union of North America, applicant, and Canadian Mine Services Ltd., Vancouver, B.C., respondent (employees in Northwest Territories) (L. G., Sept., p. 658).

Tunnel and Rock Workers' Union, Local 168, Labourers' International Union of North America, applicant, and Canadian Mine Services Ltd., Vancouver, B.C. respondent (employees in Yukon Territory, (L. G., Sept., p. 658).

Tunnel and Rock Workers' Union, Local 168, Labourers' International Union of North America, applicant, and Haste Mines Ltd., Vancouver, B.C., respondent (employees in Yukon Territory) (L. G., Sept., p. 658).

Application for revocation granted

The Board granted an application made by W. O. McCamon, et al., for revocation of an Order issued November 24, 1967, certifying the Chauffeurs, Teamsters and Helpers, Local 395, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, as the bargaining agent of a unit of employe of McKee Moving & Storage Co. Ltd., Saskatoon, Sas The application for revocation was granted followir a representation vote of the employees affected (L. C July, p. 508).

Request for review granted

The Board granted a request for review made by th Public Service Alliance of Canada under Sec. 61(2) c the Act that the Board's Order of February 13, 195 as amended April 30, 1963, be further amended t change the name of the certified bargaining agent b substituting Public Service Alliance of Canada/L'A liance de la Fonction Publique du Canada for Eldorad Mining and Refining Group of the Civil Service Assoc ation of Canada, and to change the name of the em ployer by substituting Eldorado Nuclear Limited/E dorado Nucléaire Limitée for Eldorado Mining an Refining Limited (L. G. 1959, p. 386; L. G. 1963, p 502; L. G., Sept., p. 659).

Representation vote ordered—revocation

George W. Mountain, et al., applicants, Radio Atlanti Limited, Fredericton, N.B., respondent, and Nationa Association of Broadcast Employees and Technicians respondent (L. G., Aug., p. 583) (Returning Officer: C A. Ogden).

Applications for certification received

International Alliance of Theatrical Stage Employee and Moving Picture Machine Operators of the United States and Canada, on behalf of a unit of employee of Radio Dartmouth Limited (CFDR), Dartmouth, N.S (Investigating Officer: C. A. Ogden).

Canadian Brotherhood of Railway, Transport and General Workers, on behalf of a unit of unlicensed personne aboard tugboats operated on the West Coast of British Columbia by Pacific Towing Services Limited, Vancouver, B.C. (Investigating Officer: A. A. Franklin).

United Steelworkers of America, applicant, on behal of a unit of employees of Atomic Energy of Canada Limited, Ottawa, Ont., employed at its Whiteshell Nuclear Research Establishment, Pinawa, Man. (Investigating Officer: H. A. Fisher).

nternational Union of Operating Engineers, Local 115, n behalf of a unit of employees of Devon Thread and ipefitting Ltd., Whitehorse, Y.T. (Investigating Officer: . A. Franklin).

merican Federation of Grain Millers, Local 242, on ehalf of a unit of employees of Strathroy Flour Mills, trathroy, Ont. (Investigating Officer: H. A. Fisher).

e Syndicat des Journalistes de Montréal Inc. (CSN), n behalf of a unit of employees of Radio Laval Inc., Iontréal, Qué. (CKLM) (Investigating Officer: S. T. ayne).

eamsters Local 879, International Brotherhood of eamsters, Chauffeurs, Warehousemen and Helpers of merica, on behalf of a unit of employees of Riverside Iarine Limited (also known as J. B. Moran Transport). hippawa, Ont.

equest for review

he Board received eight requests for review under Sec. 1(2) of the Act:

rom Le Syndicat National des Employés du Terminus naritime du Saguenay seeking amendment of ertificates issued by the Board on June 22, 1955; September 24, 1965 (L. G. 1965, p. 1073) and May 4, 1970 L. G., July, p. 508) to change the name of the certified argaining agent for three separate units of employees f Saguenay Terminals Limited/Terminus Maritime du aguenay Ltée, Port Alfred, Qué., from Syndicat Nalional des Débardeurs de la Baie des Ha! Ha! to Le yndicat National des Employés du Terminus Maritime u Saguenay.

ix requests for review from the Public Service Alliance f Canada seeking a change of name of the certified argaining agent in the:

1) Order of certification issued by the Board on October , 1959 (L. G. 1959, p. 1291) affecting various employes of the National Harbours Board, Ottawa, Ont., employed at Churchill, Man., from National Harbours Board Group, Churchill, Man., of the Civil Service Association of Canada, to Public Service Alliance of Canada.

(2) Order for certification issued by the Board on June 8, 1963 (L. G. 1963, p. 692) affecting personnel of National Harbours Board, Ottawa, Ont., employed in its police department at Halifax, N.S., from National Harbours Board Police Association of Halifax, N.S., to Public Service Alliance of Canada.

(3) Order of certification issued by the Board on January 12, 1959 (L. G. 1959, p. 270) affecting (a) a unit of regular and (b) a unit of casual prevailing rate employees of National Harbours Board, Ottawa, Ont., employed in its grain elevator at Prescott, Ont., from National Harbours Board Elevator Group, Prescott, Ont., of the Civil Service Association of Canada, to Public Service Alliance of Canada.

(4) Order of certification issued by the Board on November 3, 1961 (L. G. 1962, p. 50) affecting a unit of employees of National Harbours Board, Ottawa, Ont., employed in its Harbour Police Force at Québec City from Civil Service Association of Canada, to Public Service Alliance of Canada.

(5) Order of certification issued by the Board on December 21, 1960 (L. G. 1961, p. 153) affecting a unit of stationary engineers and firemen employed by Central Mortgage and Housing Corporation, Ottawa, Ont., from Civil Service Association of Canada, Ottawa-Hull local council, to Public Service Alliance of Canada.

(6) Order of certification issued by the Board on November 14, 1962 (L. G. 1963, p. 47) affecting a unit of employees of National Harbours Board, Ottawa, Ont., employed in its Police Department, Port of Saint John, from National Harbours Board Police Association, Port of Saint John, to Public Service Alliance of Canada.

Request for review from the International Association of Machinists and Aerospace Workers (formerly International Association of Machinists), seeking amendment of the certificate issued by the Board on August 5, 1958, certifying the applicant union as bargaining agent for a unit of employees in the Maintenance Departments of Pacific Western Airlines Ltd., Vancouver International Airport, B.C. (L. G. 1958, p. 880).

General topics

Employment review

Employment increased seasonally by 196,000 to 8,148,000 between May and June and was 128,000 higher than in June 1969. Unemployment advanced 16,000 to 529,000. The labour force, at 8,677,000, was 212,000 higher than in May, and 274,000 higher than a year ago. The unemployment rate in June, seasonally adjusted, was 6.6 per cent.

Employment

There was an increase in employment of 196,000 between May and June. Of this number, 137,000 occurred among persons 14-24 years of age, a smaller gain than the May-to-June gains in the last two years. The employment of adults 25 years of age and over increased by 58,000, a larger increase than last year. There were seasonal May-to-June employment gains in most industries, of which the largest occurred in trade, 51,000. Smaller gains were reported for construction, 34,000, manufacturing, 33,000, and public administration, 25,000. Agricultural employment increased 19,000.

Almost one half of the May-to-June increase in total employment was in Québec, 91,000, and about a third in Ontario, 63,000. There were gains of 23,000 in the Atlantic and 19,000 in the Prairie regions, with no change in British Columbia. Compared with June 1969, there was little change in the employment of teenagers, 14-19, and young adults, 20-24. The employment of persons 25 years of age and over, rose by 125,000.

Employment in community, business and personal service showed the largest yearly gain, 139,000. There were much smaller increases in trade, 29,000, and construction, 16,000. Employment declines took place in forestry 27,000, and transportation, communication and othe utilities, 26,000. Most of the yearly increase of 128,00 in total employment was concentrated in Ontario where employment expanded by 106,000, or 3.5 per cent. There were gains of 1.6 per cent in the Prairies, 1.4 per cen in the Atlantic, and 0.5 per cent in Québec. Employmen in British Columbia declined 2.4 per cent.

Unemployment

Unemployment, at 529,000, was 16,000 higher than in May, and 146,000 more than a year ago. The 16,000 increase was the net result of an increase of 62,000 among persons 14-24 years of age and small declines in other age groups. The increase in the number of unemployed in the younger age group reflected the influx of students in the labour market at this time of year. Unemployment among persons 25 years and over remained high.

Regionally, the number of unemployed persons increased in Ontario, 26,000, and British Columbia, 15,000. In Québec it decreased by 13,000. There was little change in the Atlantic and the Prairie regions. The British Columbia estimates reflected the indirect effects of industrial disputes.

Of the total unemployed in June, 209,000, or 39 per cent, had been unemployed for less than a month, 30 per cent for one to three months, 14 per cent for four to six months and 17 per cent for seven months or more.

Unemployment in June 1970 represented 6.1 per cent of the labour force, compared with 4.6 per cent in June 1969, and 4.8 per cent in June 1968.

Misinterpretation

The Labour Gazette reported in the July number (p. 467) the closing of the Dunlop Canada Ltd. plant in Toronto. The company is phasing out its footwear manufacturing operation because of strong import competition. Our report could have been interpreted as being critical of Dunlop's action, but this was not our intention. Any inconvenience to Dunlop Canada caused by possible misinterpretation is regretted.

Omissions

There will be no C-1, C-2, C-3 and C-4 tables this month. Information for these tables in the Employment, Hours and Earnings section, was not available at press time.

Wage Schedules—June

During June, the Department of Labour prepared 382 wage schedules for inclusion in contracts proposed to be undertaken by departments of the federal Government and its Crown corporations in various areas of Canada, for works of construction, remodelling, repair or demolition, and certain services. In the same period, 64 contracts in these categories were awarded. In addition, 63 contracts containing the General Fair Wages Clause were awarded.

A copy of the wage schedule issued for each contract is available on request to trade unions concerned, or to others who have a bona fide interest in the execution of the contract.

Contracts awarded in June for the manufacture of supplies and equipment were:

Department	No. of Contracts	Aggregate Amount
Indian Affairs and Northern Development	1	$ 11,680
Post Office	5	60,487
Public Works	1	24,000
Supply and Services	101	2,430,565

During June, the sum of $7,015.92 was collected from 7 contractors for wage arrears owing their employees as a result of the failure of the contractors, or their subcontractors, to apply the wage rates and other conditions of employment required by the schedule of labour conditons forming part of their contract. This amount is for distribution to the 149 workers concerned.

Unemployment insurance fund

During June, 17,733 investigations were finalized across Canada. Of these, 13,048 were on-premises investigations and 2,589 were selective investigations to verify the fulfilment of statutory conditions. The remaining 100 formal investigations and 1,496 post audit investigations were in connection with claimants suspected of making false statements to obtain benefits.

Punitive disqualifications as a result of claimants making false statements or misrepresentations numbered 1,104. Prosecutions were commenced in 131 cases, all against claimants. This does not include employer prosecutions commenced by the Revenue Branch.

Revenue received by the Unemployment Insurance Fund in June totalled $54,341,901.91 compared with $39,630,645.53 in May and $52,479,724.88 in June 1969. **Benefits paid in June totalled $40,509,358.06 compared with $74,396,461.29 in May and $26,496,542.99 in June 1969.** The balance in the Fund on June 30 was $407,931,169.03 compared with $394,098,625.18 in May and $386,490,504.36 in June 1969.

October credits

Unemployment insurance report, p. 724, originates with the Unemployment Insurance and Manpower Section of the Dominion Bureau of Statistics. A claimant's unemployment register is placed in the active file at the local office as soon as the claim is made. As a result, the count of claimants at any given time inevitably includes some whose claims are in process. "Claimants" should not be interpreted either as "total number of beneficiaries" or "total registered clients."

Certification before the CLRB, p. 731, is prepared by the Employee Representation Branch of the Department of Labour, and covers proceedings under the Industrial Relations and Disputes Investigation Act involving the functions of the Canada Labour Relations Board, for which the Employee Representation Branch of the Department is the administrative agency.

Conciliation before the Minister of Labour, p. 728, originates with the Conciliation and Arbitration Branch of the Department of Labour, and covers proceedings under the Industrial Relations and Disputes Investigation Act involving the administrative services of the Minister of Labour and the Conciliation and Arbitration Branch of the Department.

Legal decisions, p. 726, is prepared by the Legislation Branch of the Department of Labour.

Spare time activities—a key to retaining, p. 723, was submitted by the Section on Older Workers, Manpower Utilization Branch, Department of Manpower and Immigration.

Photos. NFB: Cover, p. 699, 706, 711, 712. Public Archives of Canada: p. 696. Murray Mosher Photo Features: p. 703. Murray MacGowan: p. 715, 717,. ILO: p. 719. CN: p. 736.

Railway arbitration

Eight cases were heard by the Canadian Railway Office of Arbitration at Montreal on June 9, and one case was heard on June 10. Grievances were dismissed in six cases, one case was withdrawn from the arbitrator's jurisdiction, and the grievances succeeded in the other two cases.

Case No. 215. Dispute between the CNR and the Canadian Brotherhood of Railway, Transport and General Workers over the awarding of a position.

The company issued a bulletin for the position of crew dispatcher, and several applications were received. The company decided who was to fill the position, but a man who was senior in service to the successful applicant protested. The arbitrator found that the collective agreement allowed the company to judge the qualifications of applicants. The grievor did have greater seniority than the successful applicant, but he did not have the qualifications for the new position at the time it was bulletined. He was later made a trainee crew dispatcher and was successful in the position. But, the arbitrator said, the grievor was not qualified for the position until after the training period. He dismissed the grievance.

se No. 216. Dispute between the CNR and the Cana-n Brotherhood of Railway, Transport and General orkers over the imposition of discipline on two men o wouldn't cross a picket line.

e company received a shipment destined for a com-ny that was strike-bound. One driver drove the ship-ent up to the picket line, but refused to cross, and urned the truck to the company terminal. The other ver was ordered to deliver the shipment, but he refus-. Both men were assessed 20 demerit marks for their usal to carry out their supervisor's orders.

e arbitrator found that a representative of the union volved in the strike had advised the company's traffic nager that pickets could not stop delivery, as they d been "enjoined from such activity by Court order." e first driver said that he failed to follow instructions cause he was afraid of violence. The second driver ofessed the same fear. The arbitrator said that these rs were probably groundless, and he dismissed the evances.

se No. 217. Dispute between the CNR and the Cana-n Brotherhood of Railway, Transport and General orkers over the disciplining of a warehouseman.

warehouseman was involved in a personal injury ion that kept him off work for almost two weeks. llowing a review of the circumstances surrounding e accident, the company concluded that it had been used by the grievor's carelessness. The company wrote e man a letter, warning him to be more alert in the ure. The union protested that such a letter is a form discipline, and therefore a violation of the collective reement, as a formal investigation was not held. The bitrator agreed. He allowed the grievance, and in-ucted that the letter be removed from the man's ord.

se No. 218. The case was subsequently withdrawn from e jurisdiction of the arbitrator after his interim award, d no final award was issued by the arbitrator.

se No. 219. Dispute between the CNR and the Broth-ood of Railway, Airline and Steamship Clerks, Freight andlers, Express and Station Employees over the dis-arge of a man who had accumulated 70 dermerit arks.

When the final 20 of an accumulated 70 demerit marks were assessed against a motorman, the employee was dismissed. The union declared that the double penalty was not legal, and it claimed also that an earlier assessment of 20 marks was not warranted. The arbitrator found that the man had failed a number of times to perform his duties adequately. He added that because all of the discipline had been properly imposed, and because of the system of discipline itself, the company had rightly discharged the grievor when he had accumulated 70 demerit marks.

Case No. 220. Dispute between CP Rail and the Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees over a claim by a driver for three hours pay.

A driver was told to report for an investigation of an accident. He did so, and claimed three hours pay. The union contended that he was entitled to the pay under an article of the collective agreement. The company maintained that the article had no application in this case. The Article reads: "Employees notified or called to perform work not continuous with, before or after, the regular work period shall be allowed a minimum of three hours pay for two hours work or less." The arbitrator said that the driver was neither called in to perform work nor held out of service. "He was simply required to report for the investigation to which he was entitled." The arbitrator dismissed the grievance.

Case No. 221. Dispute between CP Rail and the United Transportation Union over a change in working conditions proposed by the company.

When the company proposed to introduce ground-to-cab radios, the union complained that they would have "materially adverse effects on yardmen" at a station, and therefore constituted a material change in working conditions as specified in the collective agreement. The company disagreed. The agreement states: "The company will not initiate any material change in working conditions which will have materially adverse effects on employees without giving as much advance notice as possible to the general chairman concerned, along with a full description thereof, and with appropriate details as to the contemplated effects upon employees concerned . . ."

The arbitrator stated that the innovation could have led to staff changes among yard crews—a reduction in yard crews and displaced employees. He agreed with the union that the introduction of the radios would change working conditions, and that negotiations were necessary to minimize the effects of such change.

Case No. 222. Dispute between CP Rail and the United Transportation Union over claims by trainmen for 300 miles reduced from a monthly guarantee claim.

There were two general holidays in one month, and a number of trainmen were paid an amount equivalent to 150 miles for each holiday, the payments being applied against the monthly guarantee. This meant a reduction of 300 miles from each claim. The arbitrator said: "There is no express provision in this collective agreement by which payments in respect of holiday pay are to be excluded from the determination of the amount payable to make up the monthly guarantee." He said that the company had not violated the agreement, and he dismissed the grievance.

Case No. 223. Dispute between CP Rail and the Unite Transportation Union over the failure to agree on a yar crew consisting of one foreman and one helper on on yard assignment at a terminal.

The company told the union that it wanted a two-mar crew on one yard assignment at a terminal. The unior wanted a three-man crew. A meeting was held, but nc agreement was reached. The company then took a sur vey over five working days, with the local chairmar observing. The survey, said the company, supported its view that adequate safety could be maintained with two-man crews. The arbitrator agreed with the company; but he added that safe performance would require the use of revised switching methods.

Decisions of the umpire

CUB 2915. The claimant filed an application for benefit. She said that she was out of work after having been "forced to take two weeks off because I had no holidays last year." Her employer stated that, during the two-week period of her layoff, the claimant remained on their payroll and her contract of service continued. He added that the claimant received $410.20 holiday pay in the previous year; income tax and Canada Pension Plan were the only deductions, and seniority continued to accumulate during her layoff. The claimant did not take her vacation during the standard vacation period for the company, but worked through this period.

The insurance officer notified the claimant that she was disqualified from receiving benefit because: **"You were in receipt of your normal remuneration for full working weeks while your contract of service continued, and have therefore not proved that you were unemployed."** The claimant appealed, but the board of referees agreed with the statement of the insurance officer. By a majority decision, it disallowed the appeal. The claimant then appealed to the umpire.

The insurance officer noted in his report that the claimant was placed on vacation by her employer as required by the bargaining agreement. During this period, he wrote, the claimant was considered still to be under contract of service, and was accumulating seniority rights. As she had received her full pay for this period, and her contract of service was continuing, she could therefore not be considered unemployed. And although payment for her two weeks vacation had been made the year before, the report continued, the actual time of payment was not the governing factor in the allocation of such remuneration, which must be applied to the period for which it is paid.

The umpire said: "Not all holiday pay payable to a claimant is excluded from the earnings that are to be taken into account for purposes related to entitlement to benefit under Section 172 of the Regulations. To be so excluded, it must at least be payable 'at the time of, or after, his separation from employment, or prior thereto, in contemplation of the separation'.

"Looking at the present case," he continued, "it is clear that the holiday pay that the claimant received was not paid at the time of or after her separation from employment, or prior thereto in contemplation of such separation." **The umpire concluded that the holiday pay paid to the claimant could be applied to the time she did take her holidays. He therefore dismissed her appeal.**

Publications in the library

st No. 259

he publications listed below are recent acquisitions. hey may be borrowed through a local library (business, niversity, public, etc.) or directly if there is no local brary. Please indicate the publication numeral and the ıonth listed when requesting loans.

ollective bargaining

No. 1—California. University. Institute of Industrial elations. Good faith in collective bargaining; private ector experience with some emerging public sector roblems [by Bruce Power] Berkeley [1969] 54 p.

No. 2—Reed, G. W. White-collar bargaining units nder the Ontario Labour Relations Act. Kingston, Ont., ıdustrial Relations Centre, Queen's University, 1969 1] p.

No. 3—Stettner, Nora. Productivity bargaining and ıdustrial change. Oxford, Pergamon Press [c1969] xi, 35 p.

No. 4—Woodworth, Robert Titus, comp. Collective egotiation for public and professional employees; text nd readings [by] Robert T. Woodworth [and] Richard . Peterson. Glenview, Ill., Scott, Foresman, 1969. ix, 62 p.

onferences

No. 5—Federal-Provincial Conference of Ministers f Finance and Provincial Treasurers, Ottawa, 1968. ederal-Provincial Conference of Ministers of Finance nd Provincial Treasurers, Ottawa, November 4-5, 1968. ttawa, Queen's Printer, 1969. 91, 98 p. English and rench, the latter inverted and with special t.p.

No. 6—Inter-regional Seminar on Social Security Policy, University of Wisconsin, 1967. The role of social security in economic development; papers presented at a November 1967 Seminar organized by the University of Wisconsin in co-operation with the Social Security Administration and the Agency for International Development. Everett M. Kassalow, ed. Washington, G.P.O. 1968. 265 p.

Economics

No. 7—Tremblay, Rodrigue. L'économique; introduction à l'analyse des problèmes économiques de toute société. [Toronto?] Holt, Rinehart et Winston ltée, 1969. 586 p.

No. 8—Winch, Donald. Economics and policy, a historical study. [London] Hodder and Stoughton, 1969. 366 p.

Industrial relations

No. 9—Isaac, Joseph Ezra. Compulsory arbitration in Australia. Ottawa [Queen's Printer] 1968 [i.e. 1970] 84 p. Canada. Task Force on Labour Relations. Study no. 4. Résumé en français, p. 81-84.

No. 10—Roberts, Benjamin Charles, ed. Industrial relations: contemporary problems and perspectives. [Rev. ed.] London, Methuen, 1968. 299 p.

International Labour Organization

No. 11—International Labour Office. Report of the Director-General [to the] ninth Conference of American States Members of the International Labour Organisation. First item on the agenda. Geneva, 1970. 69 p.

No. 12—Labour-management relations in public industrial undertakings in Asia; report submitted to, and proceedings of, the Thirteenth session of the Asian Advisory Committee, Singapore, November-December 1966. Geneva, International Labour Office, 1968. 90 p. At head of title: International Labour Organization.

No. 13—U.S. Department of Labor. The United States & the International Labor Organization. [Washington, G.P.O., 1969] lv. (unpaged).

Labour organization

■ **No. 14—Bernstein, Irving.** Turbulent years; a history of the American worker, 1933-1941. Boston, Houghton Mifflin, 1970. 873 p.

■ **No. 15—Dubofsky, Melvyn.** We shall be all; a history of the Industrial Workers of the World. Chicago, Quadrangle Books, 1969. xviii, 557 p.

■ **No. 16—Kassalow, Everett Malcolm.** Trade unions and industrial relations: an international comparison. New York, Random House [1969] xvii, 333 p.

■ **No. 17—Matthiessen, Peter.** Sal si puedes; Cesar Chavez and the New American revolution. New York, Random House [1969] 372 p. "Sai si puedes" can be translated as, "Escape if you can." The story of Cesar Chavez and the United Farm Workers Organizing Committee in California.

■ **No. 18—U.S. Civil Service Commission. Office of Labor-Management Relations.** Union recognition in the Federal Government: listings by Federal departments and agencies of exclusive and formal recognitions and agreements under Executive order 10988, as reported to the Civil Service Commission, November 1968. Washington, G.P.O., 1969. xi, 336 p.

Labouring classes

■ **No. 19—The Japanese employee. Robert J. Ballon, editor.** Contributors: James C. Abegglen [and others] Tokyo, Sophia University, in cooperation with the Charles E. Tuttle Company, Rutland, Vt. [1969] 317 p.

■ **No. 20—Johnson, Lawrence Alexander.** Employing the hard core unemployed. New York, American Management Association, 1969. 224 p.

■ **No. 21—Life Office Management Association.** Vacation and holiday practices, 1968. New York, 1968. 29 p.

■ **No 22—Young, Agnes Freda.** Social services in Brit ish industry. London, Routledge and K. Paul; Nev York, Humanities Press, 1968. 258 p.

Occupations

■ **No 23—Chartrand, Phillip J.** A study of executive career paths in the Public Service of Canada [by] P J. Chartrand and K. L. Pond. [Chicago, Public Personnel Association, 1969] 79 p. "The first part of the report . . . was published in the February, 1969 issue of the Executive Magazine."

■ **No. 24—International Labour Organization.** Auto technician and instructor training centre; Republic of China; [final report prepared for the Government of the Republic of China by the International Labour Organisation, as participating and executing agency for the United Nations Development Programme. Geneva, 1969] 87 p.

Productivity

■ **No 25—Great Britain. Department of Employment and Productivity.** Productivity, prices and incomes policy after 1969. London, H.M.S.O., 1969. 43 p.

■ **No. 26—Maule, Christopher John.** Productivity in the farm machinery industry; a comparative analysis between Canada and the United States, by Christopher J. Maule with Donald Martinusen. Ottawa, Queen's Printer, 1969. 64 p. Canada. Royal Commission on Farm Machinery. Study No. 3.

Miscellaneous

■ **No. 27—Jahoda, Gerald,** Information storage and retrieval systems for individual researchers. New York, Wiley-Interscience [c1970] xi, 135 p.

■ **No. 28—Major labor-law principles established by the NLRB and the courts, December 1964-September 1969.** Washington, Bureau of National Affairs, inc., c1969. 100 p.

■ **No 29—Organization for Economic Cooperation and Development.** Canada. Paris, 1969. 453 p. An OECD Review of national science policy.

Statistics Section

abour Statistics

incipal Items	Date	Amount	Percentage Change From Previous Month	Percentage Change From Previous Year
		(in thousands)		
OTAL CIVILIAN LABOUR FORCE*				
Week ended June 20, 1970		8,677	+ 2.5	+ 3.3
Employed		8,148	+ 2.5	+ 1.6
Agriculture		569	+ 3.5	− 1.9
Non-agriculture		7,579	+ 2.4	+ 1.9
Paid workers		7,049	+ 2.6	+ 2.3
At work 35 hours or more		6,580	+70.0	+ 1.2
At work less than 35 hours		1,241	−67.1	+ 6.0
Employed but not at work		326	+ 5.2	− 6.3
Unemployed		529	+ 3.1	+38.1
Atlantic		38	−13.6	− 7.3
Québec		188	− 6.5	+23.7
Ontario		158	+19.7	+30.6
Prairie		58	− 9.4	+75.8
British Columbia		87	+20.8	+141.7
Without work and seeking work		507	+ 6.1	+38.1
On temporary layoff up to 30 days		23	−34.3	+43.8
DUSTRIAL EMPLOYMENT (1961 = 100)†	May	126.4	+ 1.5	− 0.5
Manufacturing employment (1961 = 100)†	May	122.0	− 0.3	− 3.4
MMIGRATION	1st quarter 1970	30,783	—	− 0.02
Destined to the labour force	1st quarter 1970	16,607	—	− 0.9
TRIKES AND LOCKOUTS				
Strikes and lockouts	June	94	− 6.9	−29.3
No. of workers involved	June	72,736	−18.2	+18.5
Duration in man days	June	1,112,920	−11.9	+22.1
ARNINGS AND INCOME				
Average weekly wages and salaries (ind. comp.)†	May	$126.78	+ 1.3	+ 8.1
Average hourly earnings (mfg.)†	May	$ 3.01	+ 1.0	+ 8.7
Average weekly hours paid†	May	40.1	+ 0.8	− 0.8
Average weekly wages (mfg.)†	May	$120.44	+ 1.4	+ 7.6
Consumer price index (1961 = 100)	May	129.6	− 0.1	+ 3.8
Index numbers of weekly wages in 1961 dollars (1961 = 100)‡	April	123.2	+ 1.7	+ 3.4
Total labour income (Millions of dollars)‡	May	3,868.7	+ 2.0	+ 8.9
DUSTRIAL PRODUCTION†				
Total (average 1961 = 100)	May	171.1	− 0.8	+ 2.2
Manufacturing	May	168.1	− 1.2	− 0.5
Durables	May	183.4	− 3.0	− 4.0
Non-durables	May	155.6	+ 0.6	+ 3.2
EW RESIDENTIAL CONSTRUCTION**				
Starts	May	8,414	−15.2	−50.0
Completions	May	12,222	−20.0	−25.7
Under construction	May	95,170	− 4.0	−14.2

Estimates of the labour force, the employed and the unemployed, are from The Labour Force, a monthly publication of the Dominion Bureau of tatistics, which, in addition, contains the characteristics of the labour force, together with definitions and explanatory notes.
Advance data.
Preliminary.
Centres of 10,000 population or more.

Tables

A-1 to A-3—Labour Force

B-1—Labour Income

C-1 to C-7—Employment, Hours and Earnings

E-1 to E-4—Unemployment Insurance

F-1 and F-2—Prices

G-1 to G-4—Strikes and Lockouts

A—Labour Force

Table A-1—Regional Distribution, Week Ended June 20, 1970

	Canada	Atlantic	Québec	Ontario	Prairies	B.C.
			(in thousands)			
THE LABOUR FORCE	8,677	680	2,403	3,265	1,428	901
Men	5,885	478	1,658	2,169	973	607
Women	2,792	202	745	1,096	455	294
14-19 years	1,017	76	268	376	186	111
20-24 years	1,383	139	426	466	224	128
25-44 years	3,587	248	1,026	1,385	551	378
45-64 years	2,480	201	631	957	429	262
65 years and over	210	16	52	82	38	22
EMPLOYED	8,148	642	2,215	3,107	1,370	814
Men	5,501	448	1,516	2,063	932	542
Women	2,647	194	699	1,044	438	272
Agriculture	569	29	119	144	247	30
Non-agriculture	7,579	612	2,095	2,964	1,123	784
Paid Workers	7,049	562	1,930	2,778	1,062	718
Men	4,631	385	1,303	1,805	669	469
Women	2,418	177	627	973	393	248
UNEMPLOYED	529	38	188	158	58	87
Men	384	30	142	106	41	65
Women	145	*	46	52	17	22
PERSONS NOT IN LABOUR FORCE	6,323	703	1,881	2,121	989	629
Men	1,548	207	455	489	244	153
Women	4,775	496	1,426	1,632	745	476

*Less than 10,000. Source: Labour Force Survey, DBS. NOTE: Figures may not add to the totals shown because of rounding.

able A-2—Age, Sex and Marital Status, Week Ended June 20, 1970

	Total	14-19 Years All Persons	20-64 Years Men Married	20-64 Years Men Other	20-64 Years Women Married	20-64 Years Women Other	65 Years and Over All Persons
			(in thousands)				
OPULATION 14 YEARS OF AGE AND OVER*	15,000	2,485	4,211	1,233	4,320	1,181	1,569
ABOUR FORCE	8,677	1,017	4,047	1,081	1,495	827	210
Employed	8,148	836	3,904	955	1,457	791	204
Unemployed	529	180	144	126	39	36	**
OT IN LABOUR FORCE	6,323	1,469	164	152	2,824	355	1,360
ARTICIPATION RATE†							
1970—June 20	57.8	40.9	96.1	87.7	34.6	70.0	13.4
May 23	56.5	34.4	95.6	85.3	35.0	69.5	14.0
NEMPLOYMENT RATE‡							
1970—June 20	6.1	17.7	3.6	11.7	2.6	4.4	**
May 23	6.1	12.8	4.5	12.8	3.0	4.6	**

Excludes inmates of institutions, members of the armed forces, Indians living on reserves and residents of the Yukon and Northwest Territories.
The labour force as a percentage of the population of 14 years of age and over.
The unemployed as a percentage of the labour force.
* Less than 10,000 unemployed.
ource: Labour Force Survey, DBS. NOTE: Figures may not add to the totals shown because of rounding.

able A-3—Unemployed, Week Ended June 20, 1970

	June 1970	May 1970	June 1969
	(in thousands)		
OTAL UNEMPLOYED	529	513	383
On temporary layoff up to 30 days	23	35	16
Without work and seeking work	507	478	367
Seeking:			
Full-time work	462	452	338
Part-time work	44	26	29
Under 1 month	187	134	150
1-3 months	157	150	104
4-6 months	75	98	50
More than 6 months	88	96	63

ource: Labour Force Survey, DBS. NOTE: Figures may not add to the totals shown because of rounding.

B—Labour Income

Table B-1—Estimates of Labour Income, by Industry‡‡

Year and Month	Mining	Manufacturing	Transportation Communication and Public Utilities**	Forestry	Construction	Trade	Finance, Services (including Government)	Supplementary Labour Income	Totals††
	Monthly Totals								
	(millions of dollars)								
1965—Total*	697	7,981	3,139	387	2,262	3,662	8,508	1,231	28,181
1966—Total*	765	8,898	3,402	423	2,660	4,037	9,708	1,688	31,907
1967—Total*	846	9,517	3,830	453	2,771	4,402	11,266	1,835	35,275
1968—Total*	919	10,167	4,106	434	2,855	4,847	12,755	2,035	38,493
1969—Total*	959	11,258	4,575	468	3,112	5,482	14,734	2,234	43,203
1969—June*	80.5	958.4	396.0	43.6	255.7	462.6	1,245.6	205.6	3,686.8
July*	78.7	943.6	396.0	48.1	279.4	454.2	1,272.3	199.5	3,717.0
August*	76.7	948.1	405.7	48.6	300.0	454.2	1,257.1	197.0	3,736.6
September*	75.1	968.3	399.2	49.3	303.0	470.3	1,261.3	191.7	3,761.2
October*	76.8	964.2	393.0	47.2	296.2	478.5	1,259.9	188.2	3,738.2
November*	80.9	971.2	392.4	44.8	286.3	492.0	1,289.5	179.0	3,763.6
December*	86.8	963.8	384.3	37.6	242.8	495.1	1,293.5	176.1	3,703.7
1970—January*	88.3	961.8	380.6	37.2	242.4	477.3	1,307.0	173.8	3,688.5
February*	90.3	966.1	382.8	38.9	245.4	478.1	1,310.4	197.3	3,729.5
March*	92.3	973.0	386.7	33.5	245.5	483.7	1,318.2	206.4	3,758.9
April*	89.6	975.0	393.4	29.4	252.7	489.7	1,329.1	204.6	3,790.0
May†	92.5	987.1	405.9	32.0	252.8	493.8	1,360.6	210.7	3,868.7
June‡	93.1	1,011.7	410.8	38.6	295.3	504.7	1,373.3	216.1	3,983.6
Seasonally Adjusted									
1965—Total*	697	7,981	3,139	387	2,262	3,662	8,508	1,231	28,181
1966—Total*	765	8,898	3,402	423	2,660	4,037	9,708	1,688	31,907
1967—Total*	846	9,517	3,830	453	2,771	4,402	11,266	1,835	35,275
1968—Total*	919	10,167	4,106	434	2,855	4,847	12,755	2,035	38,493
1969—Total*	959	11,258	4,575	468	3,112	5,482	14,734	2,234	43,203
1969—June*	78.9	945.1	386.9	39.8	234.1	452.9	1,229.0	184.2	3,582.7
July*	77.4	940.9	383.9	40.6	248.0	447.8	1,270.0	186.3	3,626.0
August*	75.9	940.2	390.5	40.6	259.4	454.7	1,256.8	187.9	3,637.6
September*	75.6	948.9	388.5	40.5	263.1	470.1	1,260.0	189.0	3,667.5
October*	77.3	952.4	387.9	40.5	265.4	475.9	1,255.8	190.4	3,677.4
November*	81.1	964.7	388.5	39.5	273.8	483.5	1,281.8	192.7	3,738.2
December*	88.1	982.2	386.9	41.7	280.5	486.1	1,292.0	195.7	3,785.5
1970—January*	89.0	981.4	393.3	42.2	289.0	488.3	1,319.0	199.1	3,833.6
February*	89.5	982.7	400.1	44.1	292.7	491.5	1,324.6	200.0	3,857.8
March*	91.1	982.2	401.9	44.9	287.7	494.8	1,325.4	200.9	3,861.5
April*	91.7	983.5	400.0	45.2	273.9	494.7	1,341.1	199.9	3,862.7
May†	93.0	982.2	405.5	34.8	251.3	492.6	1,352.5	199.6	3,844.3
June‡	91.3	998.0	401.2	35.1	270.7	493.9	1,355.4	200.5	3,878.9

* Revised. † Preliminary. ‡ Advance.
** Includes post office wages and salaries. †† Figures in this column are for total labour income, Canada, but are not totals of the figures in the remaining columns of this table, which do not show labour income in Agriculture, Fishing and Trapping. ‡‡ Revised estimates are based on the 1960 standard industrial classification.
Note: Monthly figures may not add to annual totals because of rounding.
Source: Estimates of Labour Income (DBS Cat. No. 72-005).

able C-5—Hours and Earnings, Hourly Rated Wage Earners, by Industry

Industry	Average Weekly Hours			Average Hourly Earnings			Average Weekly Wages		
	April 1970	March 1970	April 1969	April 1970	March 1970	April 1969	April 1970	March 1970	April 1969
				$	$	$	$	$	$
IINING, INCLUDING MILLING	41.0	41.3	41.4	3.66	3.73	3.23	150.16	154.20	134.04
Metals	40.0	40.4	41.0	3.80	3.91	3.35	151.69	157.90	137.46
Mineral fuels	42.0	42.1	41.4	3.43	3.35	2.84	143.94	140.93	117.31
Non-metals, except fuels	42.0	42.2	42.8	3.37	3.36	2.96	141.33	141.81	126.82
Quarries and sand pits	45.1	41.8	46.9	2.96	2.97	2.70	133.67	124.33	126.46
Services incidental to mining	42.8	43.5	40.5	3.90	3.91	3.57	166.68	170.03	144.23
IANUFACTURING	39.8	39.5	40.3	2.98	2.96	2.75	118.83	117.14	110.87
Durable goods	40.3	40.0	40.8	3.22	3.18	2.96	129.72	127.25	120.59
Non-durable goods	39.3	39.1	39.8	2.74	2.73	2.53	107.88	106.83	100.78
Food and beverages	39.4	39.3	39.3	2.69	2.69	2.46	106.06	105.68	96.56
Foods	39.3	39.2	39.1	2.60	2.60	2.38	102.37	101.85	93.23
Beverages	40.1	39.8	40.1	3.32	3.34	3.01	133.00	133.15	120.65
Tobacco processing and products	38.2	38.0	36.3	3.31	3.19	3.10	126.39	121.43	112.58
Rubber products	40.4	39.9	42.0	3.07	3.06	2.86	124.07	122.18	120.28
Leather products	37.2	37.1	38.6	2.00	1.98	1.88	74.36	73.38	72.80
Textile products	40.6	40.3	41.6	2.35	2.34	2.17	95.31	94.43	90.21
Miscellaneous textiles	39.9	38.2	39.7	2.53	2.42	2.26	101.04	92.68	89.94
Knitting mills	39.4	39.4	40.8	1.80	1.75	1.68	71.09	68.84	68.50
Clothing	36.0	35.9	37.1	1.96	1.97	1.86	70.53	70.79	68.87
Wood products	39.0	38.9	39.8	2.85	2.86	2.63	111.20	111.14	104.67
Furniture and fixtures	39.8	39.8	41.9	2.38	2.35	2.20	94.76	93.53	91.92
Paper and allied industries	41.2	40.9	41.2	3.42	3.42	3.20	140.86	140.02	131.71
Pulp and Paper mills	41.3	41.5	41.4	3.70	3.70	3.48	152.97	153.88	144.33
Printing, publishing and allied industries	37.7	37.9	37.7	3.46	3.45	3.26	130.60	130.84	123.09
Primary metal industries	40.7	40.4	40.7	3.59	3.62	3.27	145.83	146.27	132.83
Iron and steel mills	40.2	40.3	40.3	3.77	3.74	3.39	151.50	150.89	136.62
Metal fabricating industries	40.8	39.9	41.2	3.19	3.16	2.91	130.20	126.08	119.62
Machinery, except electrical	40.9	40.8	41.6	3.37	3.31	3.16	137.80	135.17	131.44
Transportation equipment	40.5	39.9	40.6	3.52	3.48	3.26	142.48	138.72	132.18
Aircraft and parts	40.4	40.7	40.2	3.41	3.44	3.22	137.53	140.05	129.40
Motor vehicles	40.4	39.4	40.6	3.63	3.58	3.35	146.64	141.21	135.94
Assembling	41.6	40.1	40.8	4.02	3.88	3.62	167.31	155.51	147.49
Parts and accessories	39.5	38.9	40.1	3.40	3.43	3.20	134.32	133.52	128.07
Shipbuilding and repairing	40.8	40.5	39.9	3.54	3.39	3.24	144.55	137.35	129.40
Electrical products	39.5	39.6	40.2	2.90	2.80	2.68	114.77	110.85	107.66
Communications equipment	39.6	39.9	39.7	2.83	2.76	2.59	112.22	110.03	102.54
Non-metallic mineral products	41.5	40.8	42.5	3.11	3.11	2.89	129.04	126.79	122.79
Petroleum and coal products	43.7	42.2	44.1	4.30	4.06	3.87	187.62	171.50	170.39
Chemical and chemical products	40.3	40.6	40.7	3.15	3.16	2.93	127.06	128.08	119.16
Miscellaneous manufacturing industries	39.9	39.5	40.3	2.38	2.38	2.23	94.97	94.19	89.81
ONSTRUCTION	38.8	35.7	39.4	4.14	4.12	3.66	160.40	147.11	144.38
Building	38.1	34.5	38.3	4.23	4.22	3.68	161.01	145.59	140.89
General contractors	38.5	35.0	38.1	4.07	4.13	3.56	156.63	144.22	135.61
Special trade contractors	37.8	34.1	38.4	4.34	4.29	3.77	164.01	146.52	144.65
Engineering	40.6	39.5	42.5	3.91	3.84	3.62	158.74	151.73	153.62
Highways, bridges and streets	41.4	39.5	41.6	3.20	3.31	2.96	132.56	130.74	123.07
Other engineering	40.0	39.6	43.1	4.45	4.18	4.03	177.77	165.42	174.05
THER INDUSTRIES									
Urban transit	41.4	42.1	41.3	3.53	3.54	3.35	145.96	149.05	138.56
Highway and bridge maintenance	35.5	37.0	36.0	2.73	2.63	2.57	96.69	97.04	92.34
Laundries, cleaners and pressers	37.6	37.5	38.0	1.73	1.72	1.61	64.93	64.72	61.32
Hotels, restaurants and taverns	32.6	31.3	32.0	1.66	1.73	1.60	54.20	54.05	51.15

atest figures subject to revision.
ource: Man-Hours and Hourly Earnings (DBS Cat. No. 72-003).

Table C-6—Hours and Earnings, Hourly Rated Wage Earners in Manufacturing

Year and Month	Average Weekly Hours	Average Hourly Earnings	Average Weekly Wages	Index Numbers of Average Weekly Wages (1961 = 100)	
				Current Dollars	19(Dolla
		$	$		
Average					
1964	41.0	2.02	82.96	111.4	106
1965	41.0	2.12	86.94	116.8	108
1966	40.8	2.25	91.65	123.1	110
1967	40.3	2.40	96.84	130.1	112
1968	40.3	2.58	104.00	139.7	116.
1969†	40.0	2.79	111.72	150.1	119.
Last Pay Period in					
1969—April	40.3	2.75	110.87	148.9	119.
May	40.4	2.77	111.97	150.4	119.
June	40.2	2.78	111.83	150.2	118.
July	39.9	2.77	110.57	148.5	117.
August	40.1	2.78	111.37	149.6	118.
September	40.7	2.82	114.89	154.3	121.
October	40.4	2.84	114.87	154.3	121.
November	40.4	2.88	116.18	156.1	122.
December	37.2	2.92	108.68	146.0	113.
1970—January	39.8	2.92	116.30	156.2	121.
February	40.0	2.93	117.36	157.6	122.
March*	39.5	2.96	117.14	157.3	121.
April†	39.8	2.98	118.83	159.6	123.

* Revised. † Preliminary.
Note: The index of average weekly wages in 1961 dollars is computed by dividing the index of average weekly wages in current dollars by th Consumer Price Index. For a more complete statement of uses and limitations of the adjusted figures see Man-Hours and Hourly Earnings, DB
Source: Man-Hours and Hourly Earnings (DBS Cat. No. 72-003).

Table C-7—Hours and Earnings in Manufacturing, Hourly Rated Wage Earners, by Province

	Average Weekly Hours			Average Hourly Earnings*		
	April 1970	March 1970	April 1969	April 1970	March 1970	Apr 196
				$	$	$
Newfoundland	41.7	40.9	41.1	2.46	2.59	2.0
Nova Scotia	40.1	40.1	39.9	2.46	2.42	2.1
New Brunswick	40.3	40.0	41.0	2.44	2.49	2.2
Québec	40.5	40.2	41.2	2.65	2.63	2.4
Ontario	39.9	39.5	40.3	3.15	3.12	2.8
Manitoba	38.8	38.9	39.5	2.66	2.63	2.4
Saskatchewan	39.7	39.6	40.2	3.08	3.11	2.9
Alberta	39.0	38.7	39.1	3.13	3.09	2.8
British Columbia	37.4	37.4	37.7	3.67	3.66	3.4

* Includes shift differential, premium pay for overtime, pay for paid holidays, pay for paid sick leave, if paid through payroll but not if paid unde insurance plan, incentive bonus but not annual bonus.
Note: Information on hours and earnings by cities obtainable from Man-Hours and Hourly Earnings, DBS. Latest figures subject to revision.
Source: Man-Hours and Hourly Earnings (DBS Cat. No. 72-003).

E—Unemployment Insurance

Unemployment insurance statistics emanate from the operations of the Unemployment Insurance Act, and relate to persons in contact with the Unemployment Insurance Commission, either as contributors or claimants. The data are compiled in the Unemployment Insurance and Manpower Section, DBS, from information supplied by the UIC. The source for Tables E-1 to E-4 is The Statistical Report on the Operation of the Unemployment Insurance Act (DBS Cat. No. 73-001). For further information regarding the nature of the data see Technical Note, page 503, July 1970 issue.

Table E-1—Estimates of the Insured Population Under the Unemployment Insurance Act

End of	Total	Employed	Claimants
1970—April	5,719,000	5,028,300	690,700
March	5,718,000	5,012,900	705,100
February	5,707,000	5,012,600	694,400
January	5,676,000	5,016,500	659,500
1969—December	5,638,000	5,101,300	536,700
November	5,596,000	5,246,800	349,200
October	5,518,000	5,238,000	280,000
September	5,518,000	5,258,400	259,600
August	5,514,000	5,246,300	267,700
July	5,469,000	5,190,400	278,600
June	5,511,000	5,234,100	276,900
May	5,414,000	5,109,000	305,000
April	5,499,000	4,972,500	526,500

Table E-4—Benefit Payments, by Province, May 1970

Province	Weeks Paid	Amount of Benefit Paid
Newfoundland	86,550	2,986,854
Prince Edward Island	11,881	368,140
Nova Scotia	77,592	2,491,242
New Brunswick	84,300	2,758,172
Québec	625,913	22,221,969
Ontario	685,368	23,849,823
Manitoba	91,253	3,094,175
Saskatchewan	82,426	2,839,652
Alberta	111,463	4,006,567
British Columbia	261,532	9,779,867
Total, Canada, May 1970	2,118,278	74,396,461
Total, Canada, April 1970	2,308,989	81,007,800
Total, Canada, May 1969	1,693,786	52,848,540

Table E-3—Number of Initial and Renewal Claims Filed in Local Offices in each Province

Province	May 1970			May 1969		
	Total*	Initial	Renewal	Total	Initial	Renewal
Canada	166,418	125,614	40,804	125,341	95,625	29,716
Newfoundland	3,697	3,197	500	4,414	3,776	638
Prince Edward Island	371	309	62	416	357	59
Nova Scotia	4,410	3,626	784	4,973	3,812	1,161
New Brunswick	4,522	3,734	788	4,569	3,674	895
Québec	50,180	38,045	12,135	43,667	33,440	10,227
Ontario	52,449	38,876	13,573	42,597	31,637	10,960
Manitoba	4,739	3,885	854	3,876	3,140	736
Saskatchewan	3,337	2,719	618	2,815	2,318	497
Alberta	7,797	6,138	1,659	4,541	3,601	940
British Columbia	34,916	25,085	9,831	13,473	9,870	3,603

*In addition, revised claims received numbered 38,726.

Table E-2—Claimants Currently Reporting to Local Offices by Number of Weeks on Claim, Province and Sex, at May 29, 1970

Province and sex	Total Claimants	Number of weeks on claim (based on 10 per cent sample) 1-4	5-13	14-26	27 or more*	Tot claiman May 2 19
Canada	505,411	148,881	139,391	141,139	76,000	304,9
Male	349,776	107,938	101,063	97,534	43,241	195,5
Female	155,635	40,943	38,328	43,605	32,759	109,4
NEWFOUNDLAND	14,433	3,854	3,889	5,196	1,494	11,5
Male	12,273	3,314	3,436	4,418	1,104	9,7
Female	2,160	540	453	778	389	1,8
PRINCE EDWARD ISLAND	1,645	334	475	693	143	1,1
Male	1,136	244	385	438	69	7
Female	509	90	90	255	74	3
NOVA SCOTIA	15,877	4,160	4,630	5,180	1,907	13,3
Male	11,465	3,313	3,187	3,715	1,250	9,9
Female	4,412	847	1,443	1,465	657	3,4
NEW BRUNSWICK	15,446	3,470	4,384	5,362	2,230	12,3
Male	11,419	2,798	3,506	3,860	1,255	8,6
Female	4,027	672	878	1,502	975	3,7
QUÉBEC	161,368	39,201	47,911	48,084	26,172	103,2
Male	116,886	28,169	36,702	36,118	15,897	70,8
Female	44,482	11,032	11,209	11,966	10,275	32,3
ONTARIO	167,017	44,181	43,961	45,663	33,242	98,4
Male	102,270	28,124	28,227	28,022	17,897	56,3
Female	64,747	16,057	15,734	17,611	15,345	42,1
MANITOBA	17,282	5,731	5,189	4,728	1,634	11,2
Male	11,429	3,794	3,532	3,177	926	6,4
Female	5,853	1,937	1,657	1,551	708	4,8
SASKATCHEWAN	13,120	3,518	3,486	4,752	1,364	8,1
Male	9,364	2,594	2,622	3,408	740	5,2
Female	3,756	924	864	1,344	624	2,8
ALBERTA	23,879	9,615	7,231	5,475	1,558	12,0
Male	16,863	7,082	5,582	3,440	759	7,3
Female	7,016	2,533	1,649	2,035	799	4,7
BRITISH COLUMBIA	75,344	34,817	18,235	16,036	6,256	33,3
Male	56,671	28,506	13,884	10,938	3,343	20,2
Female	18,673	6,311	4,351	5,098	2,913	13,0

* The bulk of the cases in this group were on claim from 27-39 weeks.
Note: Values less than 50 subject to relatively large sampling variability.

F—Prices

Table F-1—Total and Main Components of the Consumer Price Index

	Total	Food	Housing	Clothing	Transportation	Health and Personal Care	Recreation and Reading	Tobacco and Alcohol
				(1961 = 100)				
1965—Year	107.4	109.6	105.8	107.9	104.8	113.0	105.6	105.1
1966—Year	111.4	116.6	108.7	112.0	107.3	116.5	108.6	107.6
1967—Year	115.4	118.1	113.4	117.6	111.8	122.5	114.1	110.4
1968—Year	120.1	122.0	118.6	121.1	114.6	127.4	119.7	120.4
1969—Year	125.5	127.1	124.7	124.5	120.0	133.6	126.8	125.0
1969—June	125.9	127.8	124.7	124.9	120.6	134.2	127.4	125.8
July	126.4	128.8	125.2	124.8	120.7	134.2	127.4	126.3
August	126.9	130.6	125.4	125.0	120.5	134.2	127.6	126.4
September	126.6	128.5	125.7	125.2	120.9	135.0	128.0	126.4
October	126.8	127.8	126.4	126.1	120.9	136.1	128.1	126.4
November	127.4	128.8	126.9	126.3	121.8	136.4	128.5	126.3
December	127.9	129.8	127.6	126.4	122.0	136.8	128.1	126.3
1970—January	128.2	130.1	128.1	125.5	122.7	136.8	128.0	126.5
February	128.5	131.3	128.3	125.1	123.5	137.7	129.0	126.5
March	128.9	130.5	129.2	126.0	124.0	137.7	129.5	126.5
April	129.7	131.5	129.8	126.8	124.6	139.3	129.6	126.5
May	129.6	130.3	130.4	126.8	124.8	139.8	130.1	126.5
June	129.9	130.9	130.7	126.9	125.1	139.8	130.3	126.5
				(1949 = 100)				
June	167.8*							

* For an interim period the all-items index only will be published on both the 1961 and the 1949 base.
Note: 1957 weighted. Calculated by the Prices Division, DBS.

Table F-2—Consumer Price Indexes for Regional Cities of Canada—June, 1970

	All-Items			Food	Housing	Clothing	Transportation	Health and Personal Care	Recreation and Reading	Tobacco and Alcohol
	June 70	May 70	June 69							
St. John's, Nfld	122.2	121.8	199.9	123.7	115.1	129.1	116.0	132.7	112.5	144.2
Halifax	125.3	125.2	120.0	132.5	118.1	125.0	119.1	142.3	129.9	127.6
Saint John	124.1	123.6	120.3	131.7	115.6	128.6	120.2	134.6	130.0	126.1
Montreal	125.0	124.4	122.5	128.6	117.1	123.7	125.7	131.8	139.1	128.4
Ottawa	128.4	127.4	123.5	134.3	119.6	128.4	125.9	143.1	136.6	132.2
Toronto	127.8	127.5	124.5	129.7	121.1	130.8	131.4	140.4	126.6	130.3
Winnipeg	127.6	127.3	123.6	133.7	115.3	135.2	128.6	145.6	130.2	128.8
Saskatoon-Regina	122.5	122.2	120.1	130.0	114.5	127.9	117.2	127.4	129.6	122.1
Edmonton-Calgary	125.2	124.7	122.1	129.3	118.9	126.1	121.2	143.5	132.8	124.2
Vancouver	123.8	123.4	119.9	130.5	117.7	126.6	122.8	134.0	123.5	113.5

Note: Indexes above measure percentage changes in prices over time in each city and should not be used to compare actual levels of prices as between cities.

G—Strikes and Lockouts

Statistical information on work stoppages in Canada is compiled by the Economics and Research Branch of the Canada Department Labour on the basis of reports from the Canada Manpower Division, Department of Manpower and Immigration. The first three tab in this section cover strikes and lockouts that amount to ten or more man-days. The number of workers involved includes all worke reported on strike or locked out, whether or not they all belonged to the union directly involved in the disputes leading to the wo stoppages. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included.

Table G-1—Strikes and Lockouts, 1965-1970

Month or Year	Strikes and Lockouts Beginning During Month or Year	Strikes and Lockouts in Existence During Month or Ye: Strikes and Lockouts	Workers Involved	Duration in Man-Da: Man-Days	Per cent Estimat Worki Tir
1965	478	501	171,870	2,349,870	0.
1966	582	617	411,459	5,178,170	0.
1967	498	522	252,018	3,974,760	0.
1968	559	582	223,562	5,082,730	0.
1969	556	595	306,799	8,057,060	0.
*1969—July	33	113	70,723	1,058,150	0.
August	44	117	74,686	1,178,780	0.
September	29	96	61,497	1,126,750	0.
October	37	112	73,930	1,112,570	0.
November	33	90	49,404	402,010	0.
December	19	67	11,719	138,290	0.
*1970—January	17	57	8,428	102,840	0.
February	34	70	13,551	120,990	0.
March	31	68	16,619	166,060	0.
April	52	97	50,469	633,900	0.
May	54	101	88,938	1,263,830	0.
June	23	94	72,736	1,112,920	0.
July	52	119	98,037	1,153,680	0.

* Preliminary.

Table G-2—Strikes and Lockouts, by Industry, July 1970, (Preliminary)

Industry	In Effect During Month: Number Beginning During Month	Strikes and Lockouts	Workers Involved	Man-Days
Forestry	—	—	—	—
Mines	1	1	180	180
Manufacturing	22	58	17,940	210,050
Construction	20	32	61,947	771,110
Transportation and utilities	4	7	12,543	69,010
Trade	3	9	393	6,540
Finance	—	—	—	—
Service	1	7	3,683	80,990
Public administration	1	5	1,351	15,800
ALL INDUSTRIES	52	119	98,037	1,153,680

Table G-3—Strikes and Lockouts, by Jurisdictio July 1970, (Preliminary)

Jurisdiction	In Effect During Mont: Number Beginning During Month	Strikes and Lockouts	Workers Involved	Ma Da
Newfoundland	1	1	47	4
Prince Edward Island	1	1	125	8
Nova Scotia	15	16	6,215	17,2
New Brunswick	1	2	245	3,7
Québec	10	26	24,395	254,5
Ontario	15	46	13,401	139,8
Manitoba	1	2	255	5,3
Saskatchewan	1	3	995	21,3
Alberta	—	1	125	2,7
British Columbia	6	18	39,854	634,0
Federal	1	3	12,380	73,4
ALL JURISDICTIONS	52	119	98,037	1,153,6

Table G-4—Strikes and Lockouts Involving 100 or More Workers, July 1970, (Preliminary)

Industry Employer Location	Union	Workers Involved	Duration in Man-Days July	 Accumulated	Starting Date Termination Date	Major Issues Result
Mines						
MINERAL FUELS						
Acadia Coal Co.- McBean Mine, Thorburn, N.S.	Mine Workers Loc. 8672 (Ind.)	180	180	180	July 14 July 15	Negotiations of a new contract— Return of workers.
Manufacturing						
FOOD AND BEVERAGES						
*Acadian Fish and Booth's Fisheries Ltd., Mulgrave-Canso and Petit de Grat, N.S.	United Fishermen (Ind.)	245	6,370	24,750	Apr. 3 —	Union recognition—
H. J. Heinz Co. of Canada, Leamington, Ont.	Food Workers Loc. 459 (AFL-CIO/CLC)	1,062	2,120	32,910	May 21 July 6	Wages, cost of living allowances, working conditions—Wage increases, other improved benefits.
General Bakeries Ltd. (Wonder Division), Toronto, Ont.	Bakery Workers Loc. 264 (CLC)	161	2,090	2,410	June 27 July 21	Hours, length of contract—Return of workers.
Weston Bakeries Ltd., Winnipeg, Man.	Bakery Workers Loc. 389 (CLC)	155	3,100	3,100	July 5 —	Wages, hours, other benefits—
TOBACCO PRODUCTS						
Simon Cigar Co. Ltd., St-Laurent, Qué.	Tobacco Workers Loc. 328 (AFL-CIO/CLC)	320	7,040	13,600	June 2 —	Wages, hours, fringe benefits—
RUBBER						
Dominion Tape of Canada Ltd., Cornwall, Ont.	Chemical Workers Loc. 810 (AFL-CIO/CLC)	135	2,970	14,590	Feb. 27 —	Delay in signing new agreement—
Acton Rubber Ltd., Acton Vale, Qué.	Rubber Workers Loc. 480 (AFL-CIO/CLC)	476	3,330	23,320	May 1 July 12	Wages, fringe benefits—25¢ an hr. increase over 3 years; night shift premiums increased from 9¢ to 12¢.
CLOTHING						
Chateau Lingerie Montreal, Qué.	Ladies' Garment Workers Loc. 438 (AFL-CIO/CLC)	154	3,390	11,860	Apr. 14 —	Wages, hours, working conditions —
WOOD						
Weldwood, Vancouver, B.C.	Woodworkers Loc. 1-217 (AFL-CIO/CLC)	500	11,000	30,500	May 6 —	Not reported—
La Compagnie Price Ltée, Price, Cté Matane, Qué.	Building and Woodworkers' Federation (CNTU)	266	5,850	6,910	June 25 —	Wages, hours, fringe benefits—
Scierie Price (Shipshaw), St-David-de-Falardeau, Qué.	Building and Woodworker's Federation (CNTU)	300	6,600	6,600	July 1 —	Wages, hours—

Table G-4—Strikes and Lockouts Involving 100 or More Workers, July 1970, (Preliminary) (Cont.)

Industry / Employer / Location	Union	Workers Involved	Duration in Man-Days: July	Duration in Man-Days: Accumulated	Starting Date / Termination Date	Major Issues / Result
Scieries Murdock Ltée, St. Fulgence, Qué.	Building and Woodworkers' Federation (CNTU)	110	2,200	2,200	July 6 —	Wages, hours—
Rayonier Canada (B.C.) Ltd., Vancouver, B.C.	Woodworkers Loc. 217 (AFL-CIO/CLC)	450	8,100	8,100	July 10 —	Jurisdictional dispute betwe Woodworkers and Operating E gineers—
Tahsis Co., Tahsis, B.C.	Woodworkers Loc. 1-85 (AFL-CIO/CLC)	450	4,500	4,500	July 20 —	Not reported—
PAPER						
C.I.P. Containers Limited, London, Ont.	Chemical Workers Loc. 229 (AFL-CIO/CLC)	221	440	17,630	Mar. 10 July 6	Breakdown in contract negoti tions—Not reported.
Pulp and Paper Industrial Relations Bureau, Various locations, British Columbia.	Pulp and Paper Workers various locals (Ind.)	3,908	23,450	23,450	July 24 —	Wages, hours, other benefits—
Consolidated Bathurst Ltée, Portage du Fort, Qué.	Pulp and Paper Mill Workers Loc. 420 (AFL-CIO/CLC)	355	1,780	1,780	July 25 —	Wages, other benefits—
Cie de Papier Rolland Ltée, St-Jérôme et Mont Rolland, Qué.	Papermakers Locs. 455 & 454 (AFL-CIO/CLC)	693	2,330	2,330	July 28 —	Wages, working schedule—
PRINTING AND PUBLISHING						
Ottawa Citizen, Ottawa, Ont.	Various unions	210	2,570	2,570	July 3 July 20	Wages in a first agreement—$17 per week retroactive to Jan. 1970; reduction in weekly hou from 45 to 37½, other improve benefits.
PRIMARY METALS						
Aluminum Co. of Canada Ltd. (Kitimat Works), Kitimat, B.C.	Steelworkers Loc. 5115 (AFL-CIO/CLC)	1,998	27,970	27,970	July 14 —	Wages, fringe benefits—
METAL FABRICATING						
R. Foisy Limitée, Montréal, Qué.	Metallurgists, Miners and Chemical Workers Federation (CNTU)	106	2,330	4,660	June 1 —	Wages, fringe benefits—
Steel Co. of Canada Ltd., Welland, Ont.	I.U.E. loc. 523 (AFL-CIO/CLC)	285	860	860	July 28 July 31	To protest firing of two employe —Return of workers.
MACHINERY						
Link-Belt Ltd., Toronto and Scarborough, Ont.	Steelworkers Loc. 3394 (AFL-CIO/CLC)	245	4,170	5,640	June 23 July 27	Not reported—Not reported.
Hill Refrigeration of Canada, Barrie, Ont.	Steelworkers Loc. 6547 (AFL-CIO/CLC)	105	1,580	1,580	July 2 July 23	Wages, fringe benefits—Wage i creases, 3 weeks' vacation after years.

able G-4—Strikes and Lockouts Involving 100 or More Workers, July 1970, (Preliminary) (Cont.)

dustry mployer ocation	Union	Workers Involved	Duration in Man-Days July	 Accumulated	Starting Date Termination Date	Major Issues Result
Procor Ltd., Toronto, Ont.	Boilermakers Loc. 637 Operating Engineers Loc. 772 (AFL-CIO/CLC)	303	5,450	5,450	July 10 —	Wages—
RANSPORTATION EQUIPMENT						
Motor Wheel Industries, Chatham, Ont.	Auto Workers Loc. 127 (CLC)	285	6,270	13,400	May 27 —	Demand condition for union business—
Hawker Siddeley (Can) Canadian Car, Fort William Division Thunder Bay "F", Ont.	Auto Workers Loc. 1075 (CLC)	427	4,270	4,270	July 20 —	Wages, other benefits—
LECTRICAL PRODUCTS						
Franklin Mfg. Co. Ltd., Galt, Ont.	Machinists Loc. 1246 (AFL-CIO/CLC)	375	8,250	29,250	Apr. 11 —	Wages, fringe benefits, grievance procedures, length of agreement —
Stewart Warner Corp. of Canada Ltd., Belleville, Ont.	Auto Workers Loc. 1538 (CLC)	130	2,860	8,840	Apr. 27 —	Wages, other benefits—
RCA Ltd., Prescott, Ont.	I.U.E. Loc. 523 (AFL-CIO/CLC)	450	4,950	24,300	Apr. 30 July 17	Wages, fringe benefits—18¢ to 23¢ per hr. increase retroactive Jan. 14, 1970 according to classification, further 18¢ to 23¢ Apr. 14, 1971; other improved benefits.
Federal Pacific Electric of Canada, Richmond, B.C.	I.U.E. Loc. 552 (AFL-CIO/CLC)	125	2,750	7,130	May 12 —	Wages—
O.&W. Electronics Ltd., Scarborough, Ont.	I.U.E. Loc. 514 (AFL-CIO/CLC)	102	2,240	3,970	June 8 —	Wages, fringe benefits—
Standard Coil Products Limited, Toronto, Ont.	U.E. Loc. 512 (Ind.)	131	1,560	3,070	June 15 July 20	Wages, fringe benefits—Return of workers, settlement terms not reported.
ON-METALLIC MINERAL RODUCTS						
Deeks-Lafarge Ltd., Ocean Cement Ltd., Vancouver, B.C.	Teamsters Loc. 213 (Ind.)	650	7,800	46,400	Apr. 3 July 20	Wages, fringe benefits—Return of workers pending further negotiations.
Pre-Con Murray Ltd., Brampton, Ont.	Labourers Loc. 506 (AFL-CIO/CLC)	146	3,210	3,360	June 30 —	Wages—
ISCELLANEOUS ANUFACTURING						
Honeywell Controls Ltd., Scarborough, Ont.	Auto Workers Loc. 80 (CLC) and Plumbers Loc. 46 (AFL-CIO/CLC)	846	5,920	62,020	Mar. 20 July 13	Wages—Not reported.

Table G-4—Strikes and Lockouts Involving 100 or More Workers, July 1970, (Preliminary) (Cont.)

Industry / Employer / Location	Union	Workers Involved	Duration in Man-Days: July	Duration in Man-Days: Accumulated	Starting Date / Termination Date	Major Issues / Result
Cooper of Canada Limited, Toronto, Ont.	Potters Loc. 366 (AFL-CIO/CLC)	204	4,490	6,730	June 16 —	Wages in new contract—
Construction						
Canadian Plumbing and Mechanical Contractors Association, Various locations, Saskatchewan.	Plumbers various locals (AFL-CIO/CLC)	700	15,400	58,100	Apr. 6 —	Wages, other benefits—
Construction Labour Relations Assn., Province-wide, British Columbia.	Various unions	30,000	510,000	2,160,000	Apr. 14 July 27	Wages—Return of workers provincial government order.
Electrical Contractors Assoc. of Saskatchewan, Regina, Sask.	I.B.E.W. Loc. 2038 (AFL-CIO/CLC)	220	4,840	16,720	Apr. 15 —	Wages, hours—
Construction Labour Relations Assn., Vancouver-New Westminster area, B.C.	Glass and Ceramic Workers Loc. 1527 (AFL-CIO/CLC)	163	3,590	9,950	May 6 —	Wages—
Kingston Builders Exchange, Kingston area, Ont.	Carpenters Loc. 249 and Bricklayers Loc. 10 (AFL-CIO/CLC)	291	1,740	11,930	May 11 July 20	Wages, fringe benefits—75¢ an h increase on signing, 50¢ in No 1970 plus 1% increase vacati pay; increased rates for travelli and living allowances outside zo ing areas.
Various construction contractors, Calgary and Banff, Alta.	Glass and Ceramic Workers Loc. 1725 (AFL-CIO/CLC)	125	2,750	6,130	May 25 —	Wages—
Consolidated Plant Maintenance, Metro Toronto, Ont.	Plumbers Locs. 46 & 47 (AFL-CIO/CLC)	3,430	17,150	21,010	June 5 July 9	Wages—Wage increases.
Various construction contractors, Guelph, Kitchener, Galt and Brantford, Ont.	Carpenters various locals (AFL-CIO/CLC)	1,200	20,240	21,520	June 25 —	Wages, other matters—
Waverly Construction, New Glasgow, N.S.	International Operating Engineers (AFL-CIO/CLC)	300	1,800	2,100	June 30 July 8	Negotiation of a new contract Return of workers.
Ralph M. Parsons Construction, Point Tupper, N.S.	Various unions	1,700	5,100	5,100	July 3 July 7	Payment for lost time—Return workers
C. A. Pitts, Port Hawkesbury, N.S.	Various unions	200	600	600	July 6 July 9	Negotiations of a new contract Return of workers.
Various construction contractors, London, Ont.	Various unions	170	570	570	July 8 July 16	Jurisdictional dispute betwe unions—Return of workers.

able G-4—Strikes and Lockouts Involving 100 orMore Workers, July 1970 (Preliminary) (Cont.)

dustry nployer ocation	Union	Workers Involved	Duration in Man-Days July	Accu-mulated	Starting Date Termination Date	Major Issues Result
Various Construction Co., Hamilton, Ont.	Sheet Metal Workers Loc. 568 (AFL-CIO/CLC)	100	1,700	1,700	July 9 —	Wages—
Five contractor associations, Province-wide, Québec.	CNTU & QFL	17,950	154,050	154,050	July 13 —	Wages, security of employment, seniority—
Ellis-Don Co. Ltd., New Glasgow, N.S.	Labourers Loc. 1118 (AFL-CIO/CLC)	300	1,500	1,500	July 21 July 27	Negotiation of a new contract— Return of workers.
Niagara Construction Association, Niagara Peninsula, Ont.	Carpenters Loc. 38 (AFL-CIO/CLC)	200	1,200	1,200	July 24 —	Wages—
Kenny Construction, Truro, N.S.	Carpenters Loc. 1392 (AFL-CIO/CLC)	152	760	760	July 27 —	Negotiation of a new contract—
N.S. Construction Association, Halifax, N.S.	I.B.E.W. (Loc. 625 (AFL-CIO/CLC)	400	2,000	2,000	July 27 —	Negotiation of a new contract—
N.S. Construction Assoc., Halifax, N.S.	Sheet Metal Workers Loc. 409 (AFL-CIO/CLC)	260	1,040	1,040	July 28 —	Negotiation of a new agreement—
Ellis-Don Co. Ltd., New Glasgow, N.S.	Carpenters Loc. 1392 (AFL-CIO/CLC)	450	900	900	July 30 —	Negotiation of a new contract—
N.S. Construction Assoc., Halifax, N.S.	Carpenters Loc. 83 (AFL-CIO/CLC)	730	1,460	1,460	July 30 —	Negotiation of a new contract—
N.S. Construction Assoc., Halifax, N.S.	Labourers Loc. 615 (AFL-CIO/CLC)	1,300	1,300	1,300	July 31 —	Negotiation of a new agreement—
ransportation and Utilities						
RANSPORTATION						
Toronto Transit Commission, Toronto, Ont.	Public Employees Loc. 2 (CLC)	125	500	3,630	May 28 July 8	Wages—18% wage increase for unskilled, 19% for semi-skilled, 20% for skilled over 2-yr. period.
A. G. Baker Ltd. and four stevedoring companies, Quebec City, Qué.	I.L.A. Locs. 1958, 1605 & 1739 (AFL-CIO/CLC)	135	2,970	2,970	July 2 —	Management rights, job security—
OMMUNICATION						
Post Office Dept., Various centres, Canada (Rotating)	Council of Postal Unions (CLC)	12,000	64,100	138,540	May 26 —	Wages, job security, other benefits—
Island Telephone Co. Ltd., Charlottetown, Summerside and other locations, P.E.I.	I.B.E.W. Loc. 1030 (AFL-CIO/CLC)	125	890	890	July 22 —	Wages—

Table G-4—Strikes and Lockouts Involving 100 or More Workers, July 1970, (Preliminary)

Industry / Employer / Location	Union	Workers Involved	Duration in Man-Days: July	Duration in Man-Days: Accumulated	Starting Date / Termination Date	Major Issues / Result
Trade						
Four glass wholesalers, Winnipeg area, Man.	Painters Loc. 1554 (AFL-CIO/CLC)	100	2,200	3,300	June 16 —	Wages—
Service						
HEALTH AND WELFARE						
Several hsopitals (private) (54 hospitals) Province-wide, Québec	Service Employees' Federation (CNTU)	2,300	50,930	102,520	May 31 —	Wages in a new contract—
PERSONAL SERVICES						
British Columbia Hotels Association, Various locations, British Columbia.	Hotel Employees Locs. 28 & 835 (AFL-CIO/CLC)	1,180	26,130	43,390	June 8 —	Wages—
MISCELLANEOUS SERVICES						
Avis Transport, Hertz and Tilden, Vancouver, B.C.	Office Employees Loc. 378 (AFL-CIO/CLC)	100	2,200	13,900	Jan. 15 —	Wages, union security—
Public Administration						
LOCAL ADMINISTRATION						
City of Moncton, Moncton, N.B.	Public Employees Loc. 51 (CLC)	160	3,520	8,160	May 21 —	To hold a study session—
Ville de Laval, Ville de Laval, Qué.	Public Service Employees' Federation (CNTU)	357	7,850	16,060	May 29 —	Wages—
City of Penticton, Penticton, B.C.	Public Employees Loc. 608 (AFL-CIO/CLC)	170	3,740	6,970	June 4 —	Wages—
Cité de Sherbrooke, Sherbrooke, Qué.	Public Service Employees' Federation (CNTU)	647	320	320	July 20 July 20	Wages—Wage increases.

*Federal jurisdiction.

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